



COMMONWEALTH OF MASSACHUSETTS

# Affirmative Action Equal Opportunity Diversity



Annual Report  
Fiscal Year  
2014



Office of Diversity and Equal Opportunity, One Ashburton Place, Boston MA 02108

# THE COMMONWEALTH OF MASSACHUSETTS

GOVERNOR DEVAL L. PATRICK

SECRETARY GLEN SHOR  
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE

ANNUAL REPORT  
FISCAL YEAR 2014

Prepared by  
Office of Diversity and Equal Opportunity  
One Ashburton Place  
Boston, MA 02108



Sandra Borders  
Director

Juanita Allen  
Outreach and Recruitment Manager

Lisa Harrison  
Program Coordinator

Betzaida Herrera  
Vietnam Era Veteran Program Coordinator

## Comments from the Director of the Office of Diversity and Equal Opportunity

Diversity is a critical component of any organization's strategic planning given our current ever changing workforce demographics. The Office of Diversity and Equal Opportunity exist to ensure equal access to employment opportunities for all employees with a special focus on minorities, women, people with disabilities and Veterans.

The Office of Diversity and Equal Opportunity collaborated with the Human Resources Division and members of the HR Advisory Council (HRAC) on a workforce planning initiative, which allowed us to strengthen our role as strategic business partners to our Executive Branch agencies. As key stakeholders and integral contributors to the Commonwealth's strategic workforce plan, we are committed to identifying and removing artificial barriers to employment and advancement while promoting a work environment that embraces, respects, and values the diversity of our employees.

Kaizen, our word for 2014, it means continuous improvement; in our case the ongoing effort to improve our processes and services. This report provides a view of the collective efforts of ODEO and the Diversity and HR Communities to further diversity in the Commonwealth.

We have had some significant achievements this past fiscal year, I'd like to highlight just a couple here:

- Hosted the first statewide Veterans Career Fair. Some 300 Veterans registered for the event and 275 actually attended the event. There were 32 Executive Branch agencies on sight seeking to hire returning Veterans.
- Served as lead on several of the Workforce Planning working groups
- Implemented a self-identification campaign and established benchmarks for all Veterans
- Completed the fourth cycle of the Commonwealth Diversity Fellows Program

I'm privileged to share with you our Annual Report for fiscal year 2014.

Best Regards,

*Sandra E. Borders*

Sandra E. Borders, MSM  
Director

Office of Diversity and Equal Opportunity  
1 Ashburton Place, Room 213  
Boston, MA 02108  
Tel: (617) 878-9812  
Fax: (617) 878-9830  
TTY: (617) 727-6015

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## PREFACE

The Annual Report for the Office of Diversity and Equal Opportunity is intended to be an informational document summarizing the efforts made to ensure equality in employment opportunities for protected class members<sup>1</sup> and improve the diversity of persons employed in the Executive Branch of the Commonwealth of Massachusetts.

This annual report presents data on the employment of these protected groups in order to measure the effects of the Commonwealth's efforts and to isolate areas where improved or enhanced efforts appear to be needed.

The explanatory reports were provided by the respective agencies. References to the number or employee percentages may differ slightly from the information included in the accompanying documents and charts from HR/CMS. The data in this report represents all employees regardless of how many hours per week they work.

The numerical information in this report was obtained from the Human Resources Compensation Management System (HR/CMS) via the EEO-4 data mart and does not include employees of the Legislative or Judicial branches, or the constitutional/independent offices, such as the Treasurer, Attorney General, or Auditor of the Massachusetts government. Conforming to our policy regarding confidentiality, information regarding Persons with Disabilities is not contained in reports from the Human Resources Compensation Management System.

In order to receive Affirmative Action status as either a Person with Disabilities or a Vietnam Era Veteran, an individual must self-identify and complete a self-identification or certification process. Because self-identification is voluntary, employees belonging to these groups, who qualify for Affirmative Action protected status, may decide not to self-identify and are not counted. The true representation of Persons with Disabilities and Vietnam Era Veterans is likely to be higher than the statistics reported herein.

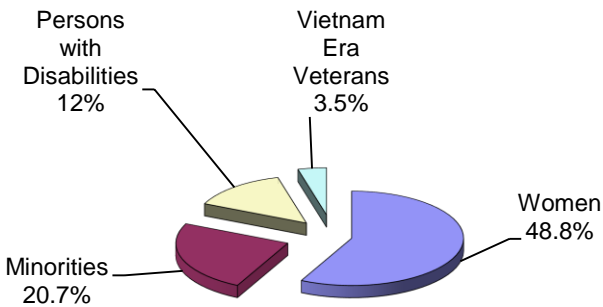
<sup>1</sup> Legally identified groups that are specifically protected by statute against discrimination. Protected class status is automatically conferred upon recognized minority group members, (Blacks, Hispanics, Asians or Pacific Islanders, American Indians or Alaskan Natives), females, individuals with disabilities, Vietnam Era Veterans, by law.

EXECUTIVE SUMMARY

The Office of Diversity and Equal Opportunity was created to execute the Governor's vision of Affirmative Action, Equal Opportunity and Diversity. This report to the Governor is intended to provide valuable information about the current composition of the State workforce and emphasize areas where access to public employment by protected group population is needed.

The fiscal year 2014 Annual Report represents the workforce analysis for the Executive Branch. The Commonwealth of Massachusetts continues to strive toward reaching employment parity for protected groups. Parity goals for the Commonwealth are based on the Census 2010 Special EEO File<sup>2</sup> that gave us targets of 48.8% Women, 20.7% Minority, 12% Persons with Disabilities (PWDs) (8% for Officials and Administrators), and 3.5%<sup>3</sup> Vietnam Era Veterans (VEVs).

Census 2010 Special EEO File



This Annual Report examines the Executive Branch progress during the fiscal year ending June 28, 2014, with respect to the number and percentages of protected group members employed.

The table below illustrates the fluctuations that have occurred over the last ten years.

Protected Group Representation by percentages within the last 10 years

Group	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14
Women	52.20	52.30	52.14	52.30	52.5	51.40	51.2	50.9	51.1	51.4
Minorities	21.80	22.20	22.31	22.50	23.3	23.40	24.0	24.6	25.3	26
VEVs*	2.71	2.49	2.29	2.04	1.9	1.60	1.5	1.2	1	1
PWDs*	2.70	2.16	1.18	2.2	2.4	2.6	2.8	2.9	3	3.1

During FY 2014 the workforce for the Executive Branch of the Commonwealth increased from 44,935 to 45,728. Detailed charts and graphs for each Secretariat in the Executive Branch are included in subsequent pages of this Report.

<sup>2</sup> Based on American Community Survey (ACS) 2010  
<sup>3</sup> Based on Massachusetts Veterans Administration Data

\* These figures below represent only those individuals who by statue are self-identified. Many choose not to self-identify and therefore, true numbers are difficult to ascertain.



## **ODEO RECRUITMENT AND OUTREACH**

The Office of Diversity and Equal Opportunity (ODEO) continues to build successful partnerships with local colleges, universities and community organizations to encourage their job seekers to consider public service as a career.

The Interagency Taskforce on Veterans Employment in conjunction with other Executive Branch Agencies held the first Statewide Veterans Career Fair. ODEO took the marketing lead to ensure all Veterans across the Commonwealth had an opportunity to participate in the historic event.

The Massachusetts Rehabilitation Commission's Black Managers Committee asked ODEO to conduct a presentation on Professional Development. The presentation was attended by 20 managers and the Assistant Commissioner of Vocational Rehabilitation Services.

ODEO's partnership with the Malden High School Students with Disabilities Transitions program continues to flourish through providing students with Career Development information. This year the focus was on career paths and skills needed for transitioning into the workplace.

Recognizing that many of our citizens are still seeking employment opportunities during these tough economic times, ODEO continued to promote the Commonwealth as an employer of choice through "How to Access State Government" information sessions to colleges, One Stop Career Centers and community organizations.

The number of job seekers considering Public Service as a Career is consistently increasing. We receive clients through referrals from agencies and organizations, career fairs and walk-ins. We provide assistance to them with job search strategies, resume critiquing, career counseling and referrals to appropriate positions posted on CEO.

Agencies have sought out ODEO for assistance with targeted outreach and recruitment for vacant positions. ODEO continues to focus our outreach efforts on informing the job seeking public, as well as community organizations of the Commonwealth's potential career opportunities and paths.

Respectfully submitted by

Juanita D. Allen, Recruitment and Outreach Manager  
Office of Diversity & Equal Opportunity

## ODEO TRAINING AND TECHNICAL ASSISTANCE

Over the course of 2014 the Office of Diversity and Equal Opportunity (ODEO) has broadened technical assistance efforts through robust programming internally and externally.

In the winter of 2014 ODEO kicked off the year with a Brown Bag Lunch on hiring veterans for the workforce. The panel consisted of three disabled veterans who work for the Commonwealth in various Secretariats. This panel was so helpful to the Diversity Officers and Directors, a second panel was held in November in conjunction with the Executive Office of Health and Human Office of Diversity, Equal Opportunity, and Civil Rights. After reviewing the evaluation forms from this panel, the feedback was so positive a third panel will be held in Worcester in January of 2015. The Diversity Officers, Directors and human resource professionals who attended this panel found that the information the panelist provided gave them critical information for recruiting and retaining veterans.

As ODEO continues to enhance the Model Employer initiative, the online Newsletter, *Dialogue*, offered two articles in 2014 to aid in recruiting and retaining more employees with disabilities. In the winter of 2014 an article on internships for people with disabilities highlighted programs at the Massachusetts Commission for the Deaf and Hard of Hearing, the Massachusetts Commission for the Blind, and the Massachusetts Rehabilitation Commission. It has been recognized that since the publication of this article many agencies referenced participating in the internship program by citing this in their Affirmative Action Progress Report.

In the spring of 2014 another article was published in *Dialogue* that highlighted retaining employees in the Commonwealth. Two long time employees were highlighted and offered advice and stories on how the state offers a supportive environment to work for people with disabilities.

Internally, ODEO created the first Human Resource Division Diversity Council, the HRD Inclusion Team (HIT). HIT formed in May and has been offering programming

that enhances the diverse workforce within HRD as well as aligning our goals to the overall mission of HRD. HIT developed the first onboarding buddy program for HRD new employees. Positive feedback has been received on this program from the new employees as well as senior management. In August HIT held a tour of the state house that was attended by 40 employees. In September HIT hosted a Latino Heritage Month event that offered a presentation of Latino veterans, Latin music and food. The attendance was excellent as was the event. In November HIT ran a veterans clothing drive and collected 10 boxes of items for the New England Veterans Shelter. Overall the programming that HIT has offered to HRD employees has been well received and supported by senior management.

In order to inform the Executive Branch employees of some additions to the Executive Order 526 a new eLearning was developed on Gender Identity and Expression in the workplace. These two categories are now protected from discrimination under Executive Order 526 and included in Mass General Laws. The eLearning available on the PACE Learning Management System, defines the law, while offering suggestions on how to create a welcoming work environment for all people. There are three modules, two knowledge check sections, and 2 films.

ODEO continued to hold Diversity Awareness train the trainer workshops. These trainings were held once in the winter of 2014 and a second time in the fall. Several modules were updated to include a discussion around 4 generations in the workforce, gender identity and expression in the workforce, and new discussion questions on veterans. Each class had over 30 participants representing a variety of secretariats.

Overall 2014 was a productive year for technical assistance, outreach, and training. As we enter 2015 ODEO is looking forward to continuing the partnership of enhancing diversity in the Commonwealth.

Lisa Harrison,  
EEO Compliance Officer and Systems Administrator

ODEO VIETNAM ERA VETERANS PROGRAM

The Office of Diversity and Equal Opportunity continues to address the needs of those who have self-identified as Vietnam Era Veterans (VEVs) in the areas of job recruitment, training, promotion, demotions, transfers and reduction in force within the Executive Branch of the Commonwealth. The following includes statistical information taken from the ODEO’s EEO-4 datamart and from the Vietnam Era Veterans database maintained by ODEO.

Workforce Analysis

As of June 28, 2014 the Workforce Summary represented 45,728 total state employees. Four hundred and forty five (1%) embodied VEVs who occupied in all of the EEO4 categories. Over half of the total VEVs (235) hold positions in the Professionals category.

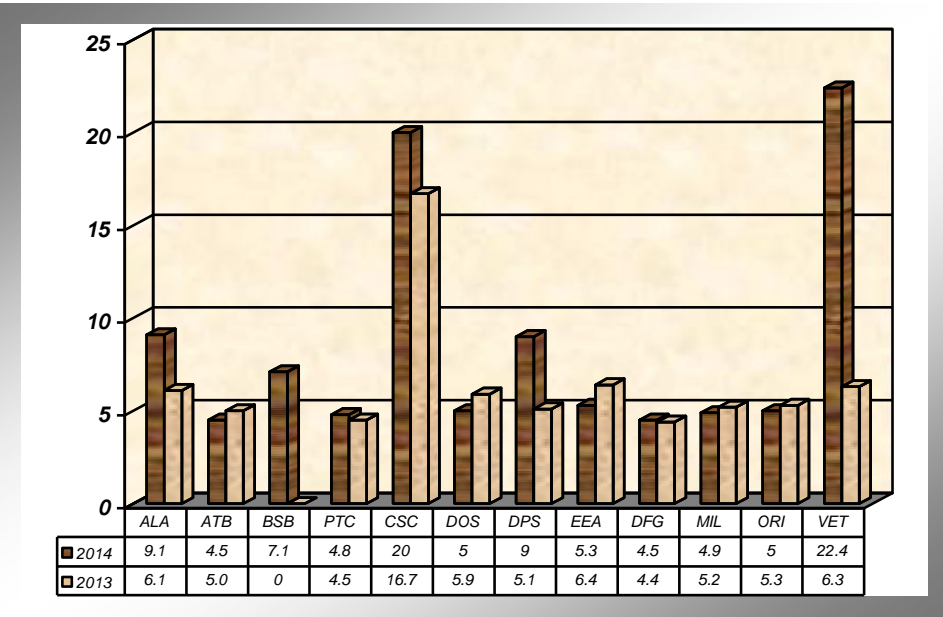
Transactions

During FY 2014, there were a total of 4,461 New Hires in the Commonwealth. Among this number, twenty-one (.5%) were Vietnam Era Veterans who were hired in the following EEO4 categories: Officials and Administrators, Professionals, Technicians, Protective Service: Non-Sworn, and Skilled Craft. Of the 2,211 total Promotions, five (.2%) VEVs were promoted. There were a total of 3,210 Terminations statewide. Ninety-three (2.9%) VEVs were affected across all EEO4 categories.

According to the ODEO’s Managers Summary Report, there were a total of 3,899 managers. Of this number, 56 were VEVs who nearly filled all of the manager’s levels which made up the 1.4% of the total managers population.

Agencies that met the 3.5% benchmark

There were 11 individual agencies including the Executive Office of Energy and Environmental Affairs that have exceeded the 3.5% parity goal during Fiscal Year 2014. The following is a chart that shows a comparison of each agency’s parity for FY13 and FY14. The numbers are represented in percentages.



Division of Administrative Law Appeals (33)  
Appellate Tax Board (22)  
Bureau of the State House (14)  
Municipal Police Training Committee (21)  
Civil Service Commission (5)  
Division of Standards (20)

Department of Public Safety (144)  
Energy & Environmental Affairs (284)  
Department of Fish and Game (292)  
Military Division (285)  
Office for Refugees and Immigration (20)  
Department of Veterans Services (49)

Certificates Issued

As of June 28, 2014, we issued a total of 43 Vietnam Era Veterans certificates for Affirmative Action status. Of the 43 VEV certificates issued, six (14%) Vietnam Era Veterans were already employed with the state. As with the preceding years, the requests for certification of affirmative action have declined.

Overall VEVs View in the Commonwealth

Vietnam Era Veterans who are employed with the state have continued to decline, despite our efforts, during each succeeding fiscal year. The population of the VEVs is continually declining due to they are aging out from the workforce and due to retirement.

Sincerely,  
Betzaida Herrera, Vietnam Era Veterans Coordinator

**ODEO MISSION, VISION, VALUE**

**Our Mission**

To deliver customer-focused solutions in attracting, hiring, retaining and promoting a diverse workforce within the Commonwealth of Massachusetts. Utilizing best practices and promoting a pro-active approach to diversity and equal opportunity, we strive to create and foster an environment that affirms and values the diversity of our workforce.

The Office of Diversity and Equal Opportunity exists to ensure that all employees of the Commonwealth have equal access to various employment opportunities, promotions, transfers, and trainings within the Commonwealth. We seek to identify and remove artificial barriers to advancement and to promote the individual and collective success of our employees. To promote an inclusive environment that embraces, respects, and values the diversity each employee brings to the Commonwealth.

The Office of Diversity and Equal Opportunity is responsible for implementing and enforcing the Governor’s Executive Order concerning Affirmative Action, Equal Opportunity and Diversity in state government. This executive order, which incorporates the principles of relevant federal and state employment laws, prohibits unlawful discrimination against state employees and applicants for state employment due to race, color, gender (including sexual harassment), sexual orientation, age, national origin, ancestry, veteran status or persons with disabilities. It also precludes retaliatory actions being taken against persons making such allegations.

The Office of Diversity and Equal Opportunity will continue to ensure the compliance of state agencies with all state and federal civil rights laws and regulations as they pertain to employment. We will oversee and monitor Affirmative Action and Diversity Plans and continue to serve as a vehicle to the resolution process when an employee has exhausted his/ her avenues at the agency and secretariat levels.

Finally, the Office of Diversity and Equal Opportunity is available to provide consultative services to assist agencies in the daily application of civil rights and policies and procedures.

**Diversity Vision**

To create a workforce that reflects the diversity of the Commonwealth and one that embraces, values and respects difference. Our ultimate goal is to weave diversity into the fabric of the Commonwealth so that it becomes embedded in the culture of all we do.

**Value Statement**

The Commonwealth of Massachusetts believes in respect for all individuals. We promote openness to and tolerance of differences races, color, age, gender, gender identity and gender expression, ethnicity, sex, sexual orientation, religions, creeds, ancestry, national origin, disability and veteran status. We dedicate ourselves to creating a workplace that welcomes, respects and values people of all races, color, age, gender, gender identity and gender expression, ethnicity, sex, sexual orientation, religions, creeds, ancestry, national origin, disability and veteran status. We strive to reflect diversity in all government activities, programs and services removing any barriers to accessibility.

We further believe that embracing and celebrating our differences enriches the quality of the work experience and enhances our own personal and professional relationships.

**Our Core Values**

Integrity, Respect for People, Open Dialogue, and Accountability are our core values.

# PART I: THE EXECUTIVE BRANCH

Charts 2014 vs 2013



[ODEO Workforce Summary Report](#)

[ODEO New Hires Analysis](#)

[ODEO Terminations Analysis](#)

[ODEO Workforce Summary Report – Vietnam Era Veterans](#)

[ODEO Workforce Summary Report – Persons with Disabilities](#)

ODEO Workforce Summary Report for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	3899	1910	49	1602	41.1	177	4.5	44	1.1	54	1.4	4	0.1	26	0.7	1985	50.9	1586	40.7	241	6.2	80	2.1	59	1.5	4	0.1	9	0.2	672	17.2
Professionals	21598	8762	40.6	6962	32.2	805	3.7	387	1.8	492	2.3	18	0.1	91	0.4	12826	59.4	9261	42.9	1740	8.1	1021	4.7	671	3.1	30	0.1	72	0.3	5207	24.1
Technicians	1815	676	37.2	526	29	83	4.6	33	1.8	24	1.3	1	0.1	6	0.3	1139	62.8	809	44.6	211	11.6	87	4.8	25	1.4	2	0.1	3	0.2	471	26
Protective Service: Sworn	6148	5501	89.5	4754	77.3	392	6.4	250	4.1	82	1.3	17	0.3	4	0.1	647	10.5	530	8.6	66	1.1	42	0.7	6	0.1	2	0	0	0	860	14
Protective Service: Non-Sworn	6303	2522	40	1151	18.3	1147	18.2	173	2.7	42	0.7	5	0.1	1	0	3780	60	1997	31.7	1478	23.4	243	3.9	57	0.9	3	0	2	0	3151	50
Office/Clerical	3517	750	21.3	498	14.2	141	4	53	1.5	31	0.9	0	0	25	0.7	2767	78.7	1860	52.9	545	15.5	236	6.7	76	2.2	13	0.4	34	1	1100	31.3
Skilled Craft	1278	1228	96.1	1069	83.6	76	5.9	44	3.4	10	0.8	6	0.5	22	1.7	47	3.7	34	2.7	7	0.5	4	0.3	1	0.1	1	0.1	0	0	151	11.8
Service Maintenance	1130	843	74.6	589	52.1	118	10.4	69	6.1	13	1.2	5	0.4	48	4.2	285	25.2	196	17.3	33	2.9	34	3	16	1.4	1	0.1	4	0.4	291	25.8
No EEO-4 Reporting	40	7	17.5	5	12.5	2	5	0	0	0	0	0	0	0	0	33	82.5	26	65	6	15	0	0	1	2.5	0	0	0	0	9	22.5
TOTALS:	45728	22199	48.5	17156	37.5	2941	6.4	1053	2.3	748	1.6	56	0.1	223	0.5	23509	51.4	16299	35.6	4327	9.5	1747	3.8	912	2	56	0.1	124	0.3	11912	26

ODEO Workforce Summary Report for Males and Females

Report run for Pay Period Ending 6/29/2013

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	3799	1885	49.6	1599	42.1	171	4.5	45	1.2	48	1.3	4	0.1	16	0.4	1912	50.3	1540	40.5	239	6.3	68	1.8	48	1.3	3	0.1	13	0.3	631	16.6
Professionals	21089	8657	41	6974	33.1	779	3.7	350	1.7	462	2.2	15	0.1	71	0.3	12426	58.9	9123	43.3	1635	7.8	945	4.5	639	3	28	0.1	46	0.2	4871	23.1
Technicians	1829	689	37.7	540	29.5	92	5	28	1.5	24	1.3	1	0.1	4	0.2	1139	62.3	831	45.4	205	11.2	78	4.3	25	1.4	0	0	0	0	454	24.8
Protective Service: Sworn	6003	5378	89.6	4656	77.6	377	6.3	248	4.1	77	1.3	17	0.3	1	0	622	10.4	512	8.5	68	1.1	34	0.6	6	0.1	2	0	0	0	831	13.8
Protective Service: Non-Sworn	6267	2547	40.6	1195	19.1	1141	18.2	166	2.6	39	0.6	2	0	2	0	3719	59.3	2001	31.9	1416	22.6	235	3.7	60	1	3	0	4	0.1	3064	48.9
Office/Clerical	3450	703	20.4	495	14.3	119	3.4	50	1.4	28	0.8	2	0.1	9	0.3	2746	79.6	1872	54.3	536	15.5	232	6.7	71	2.1	12	0.3	21	0.6	1053	30.5
Skilled Craft	1273	1218	95.7	1081	84.9	72	5.7	39	3.1	9	0.7	6	0.5	11	0.9	52	4.1	36	2.8	10	0.8	3	0.2	1	0.1	2	0.2	0	0	143	11.2
Service Maintenance	1188	882	74.2	628	52.9	117	9.8	68	5.7	14	1.2	4	0.3	49	4.1	303	25.5	211	17.8	31	2.6	38	3.2	16	1.3	1	0.1	5	0.4	293	24.7
No EEO-4 Reporting	37	3	8.1	1	2.7	2	5.4	0	0	0	0	0	0	0	0	34	91.9	28	75.7	5	13.5	0	0	1	2.7	0	0	0	0	8	21.6
TOTALS:	44935	21962	48.9	17169	38.2	2870	6.4	994	2.2	701	1.6	51	0.1	163	0.4	22953	51.1	16154	35.9	4145	9.2	1633	3.6	867	1.9	51	0.1	89	0.2	11348	25.3

# ODEO New Hires Analysis for Males and Females

## Report Run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	350	159	45.4	123	35.1	20	5.7	2	0.6	6	1.7	0	0	7	2	185	52.9	135	38.6	24	6.9	8	2.3	14	4	0	0	3	0.9	76	21.7
Professionals	2004	712	35.5	511	25.5	76	3.8	52	2.6	49	2.4	1	.05	20	0.9	1274	63.6	853	42.6	186	9.3	136	6.8	79	3.9	4	0.2	8	0.4	603	30.1
Technicians	135	44	32.6	34	25.2	3	2.2	4	2.9	0	0	0	0	2	1.5	91	67.4	56	41.5	24	17.8	9	6.7	1	0.7	0	0	0	0	43	31.9
Protective Service: Sworn	542	467	86.2	394	72.7	40	7.4	22	4.1	10	1.8	0	0	1	0.2	71	13.1	52	9.6	3	0.6	13	2.4	1	0.2	0	0	1	0.2	91	16.8
Protective Service: Non-Sworn	710	264	37.2	120	16.9	108	15.2	23	3.2	9	1.3	3	0.4	0	0	441	62.1	226	31.9	174	24.5	33	4.6	7	0.9	0	0	1	0.1	360	50.7
Office/Clerical	368	102	27.7	47	12.8	37	10.1	8	2.2	5	1.4	0	0	15	4.1	265	72.0	162	44.2	52	14.1	32	8.7	8	2.2	0	0	10	2.7	133	36.1
Skilled Craft	90	85	94.4	64	71.1	4	4.4	4	4.4	0	0	1	1.1	11	12.2	3	3.3	2	2.2	0	0	1	1.1	0	0	0	0	0	0	12	13.3
Service Maintenance	145	100	68.9	69	47.6	15	10.3	12	8.3	1	0.7	0	0	2	1.4	43	29.7	33	22.8	7	4.8	1	0.7	1	0.7	0	0	1	0.7	38	26.2
No EEO-4 Reporting	13	6	46.2	5	38.5	0	0	0	0	1	7.7	0	0	0	0	7	53.8	5	38.5	2	15.4	0	0	0	0	0	0	0	0	3	23.1
TOTALS:	4357	1939	44.5	1367	31.4	303	7	127	2.9	81	1.9	5	0.1	58	1.4	2380	54.6	1524	35	472	10.8	233	5.3	111	2.5	4	0.1	24	0.6	1359	31.2

# ODEO New Hires Analysis for Males and Females

## Report Run for Pay Period Ending 6/29/2013

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	339	166	49.0	127	37.5	27	8.0	3	0.9	4	1.2	0	0.0	4	1.2	170	50.1	132	38.9	21	6.2	6	1.8	10	2.9	0	0.0	1	0.3	74	21.8
Professionals	1665	533	32.0	384	23.1	71	4.3	31	1.9	28	1.7	2	0.1	12	0.7	1114	66.9	775	46.5	168	10.1	100	6.0	54	3.2	3	0.2	8	0.5	476	28.6
Technicians	105	27	25.7	15	14.3	7	6.7	3	2.9	1	1.0	0	0.0	1	1.0	76	72.4	55	52.4	12	11.4	8	7.6	1	1.0	0	0.0	0	0.0	33	31.4
Protective Service: Sworn	338	292	86.4	258	76.3	13	3.8	13	3.8	5	1.5	0	0.0	3	0.9	44	13.0	35	10.4	3	0.9	5	1.5	1	0.3	0	0.0	0	0.0	40	11.8
Protective Service: Non-Sworn	856	377	44.0	170	19.9	161	18.8	34	4.0	5	0.6	1	0.1	3	0.4	472	55.1	257	30.0	175	20.4	26	3.0	8	0.9	2	0.2	4	0.5	418	48.8
Office/Clerical	252	61	24.2	34	13.5	14	5.6	6	2.4	0	0.0	0	0.0	7	2.8	187	74.2	122	48.4	30	11.9	28	11.1	2	0.8	2	0.8	3	1.2	83	32.9
Skilled Craft	107	101	94.4	90	84.1	6	5.6	4	3.7	0	0.0	0	0.0	1	0.9	2	1.9	2	1.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	12	11.2
Service Maintenance	154	99	64.3	63	40.9	19	12.3	11	7.1	3	1.9	1	0.6	0	0.0	53	34.4	42	27.3	6	3.9	1	0.6	3	1.9	0	0.0	0	0.0	48	31.2
No EEO-4 Reporting	13	2	15.4	1	7.7	1	7.7	0	0.0	0	0.0	0	0.0	0	0.0	11	84.6	10	76.9	1	7.7	0	0.0	0	0.0	0	0.0	0	0.0	2	15.4
TOTALS:	3829	1658	43.3	1142	29.8	319	8.3	105	2.7	46	1.2	4	0.1	31	0.8	2129	55.6	1430	37.3	416	10.9	174	4.5	79	2.1	7	0.2	16	0.4	1186	31.0

ODEO Terminations Analysis for Males and Females

Report Run for Pay Period Ending 6/28/2014

Voluntary Terminations

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	344	177	51.5	149	43.3	20	5.8	3	0.9	2	0.6	0	0	3	0.9	166	48.3	137	39.8	16	4.7	4	1.2	6	1.7	0	0	3	2.9	51	14.8
Professionals	1356	558	41.2	468	34.5	37	2.7	24	1.8	20	1.5	2	0.1	6	0.4	795	58.6	605	44.6	81	59	67	4.9	35	2.6	3	0.2	3	0.2	272	20.1
Technicians	147	49	33.3	38	25.9	10	6.8	1	0.7	0	0	0	0	0	0	98	66.7	74	50.3	14	9.5	8	5.4	2	1.5	0	0	0	0	35	23.8
Protective Service: Sworn	293	257	87.7	216	73.7	22	7.5	13	4.4	4	1.4	1	0.3	1	0.3	36	12.3	29	9.9	3	1.0	3	1.0	0	0	0	0	1	0.3	46	15.7
Protective Service: Non-Sworn	493	216	43.8	121	24.5	76	15.4	13	2.6	6	1.2	0	0	0	0	276	55.9	170	34.5	85	17.2	18	3.7	3	0.6	0	0	0	0	202	40.9
Office/Clerical	182	36	19.8	28	15.4	3	1.6	4	2.2	1	0.5	0	0	0	0	145	79.7	116	63.7	16	8.8	10	5.5	3	1.6	0	0	0	0	37	20.3
Skilled Craft	79	70	88.6	63	79.7	4	5.1	1	1.3	0	0	1	1.3	1	1.3	9	11.4	5	6.3	3	3.8	0	0	0	0	1	1.3	0	0	10	12.7
Service Maintenance	128	96	75	80	62.5	7	5.5	5	3.9	2	1.6	0	0	1	0.8	29	22.7	21	16.4	0	0	6	4.7	2	1.6	0	0	0	0	24	18.8
No EEO-4 Reporting	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS:	3023	1459	48.3	1163	38.5	179	5.9	64	2.1	35	1.2	4	0.1	12	0.7	1555	51.4	1158	38.3	218	7.2	116	3.8	51	1.7	4	0.1	7	0.2	677	22.4

Involuntary Terminations

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	22	8	36.4	6	27.3	2	9.1	0	0	0	0	0	0	0	0	14	63.6	5	22.7	8	36.4	1	4.5	0	0	0	0	0	0	11	50
Professionals	92	41	44.6	33	35.9	5	5.4	2	2.2	1	1.1	0	0	0	0	51	55.4	32	34.8	15	16.3	2	2.2	2	2.2	0	0	0	0	27	29.3
Technicians	13	6	46.2	6	46.2	0	0	0	0	0	0	0	0	0	0	7	53.8	4	30.8	3	23.1	0	0	0	0	0	0	0	0	3	23.1
Protective Service: Sworn	24	17	70.8	13	54.2	2	8.3	2	8.3	0	0	0	0	0	0	7	29.2	4	16.7	2	8.3	1	4.2	0	0	0	0	0	0	7	29.2
Protective Service: Non-Sworn	116	45	38.8	27	23.3	15	12.9	3	2.6	0	0	0	0	0	0	71	61.2	41	35.3	23	19.8	6	5.2	1	0.9	0	0	0	0	48	41.4
Office/Clerical	15	4	26.7	1	6.7	1	6.7	0	0	0	0	0	0	2	13.3	10	66.7	4	26.7	5	33.3	0	0	0	0	0	0	1	6.7	6	40
Skilled Craft	5	5	100	3	60	1	20	0	0	0	0	0	0	1	20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	20
Service Maintenance	19	12	63.2	5	26.3	5	26.3	2	10.5	0	0	0	0	0	0	7	36.8	5	26.3	2	10.5	0	0	0	0	0	0	0	0	9	47.4
TOTALS:	306	138	45.1	94	30.7	31	10.1	9	2.9	1	0.3	0	0	3	3	167	54.6	95	31	58	19	10	3.3	3	1	0	0	1	0.3	112	36.6



# ODEO Terminations Analysis for Males and Females

## Report Run for Pay Period Ending 6/29/2013

### Voluntary Terminations

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	341	190	55.7	168	49.3	11	3.2	5	1.5	3	0.9	0	0.0	3	0.9	150	44.0	128	37.5	11	3.2	5	1.5	5	1.5	0	0.0	1	0.3	41	12.0
Professionals	1337	517	38.7	433	32.4	38	2.8	18	1.3	20	1.5	2	0.1	4	0.3	815	61.0	656	49.1	78	5.8	41	3.1	31	2.3	3	0.2	4	0.3	237	17.7
Technicians	128	46	35.9	40	31.3	5	3.9	1	0.8	0	0.0	0	0.0	0	0.0	82	64.1	64	50.0	14	10.9	4	3.1	0	0.0	0	0.0	0	0.0	24	18.8
Protective Service: Sworn	243	208	85.6	179	73.7	17	7.0	5	2.1	2	0.8	3	1.2	2	0.8	35	14.4	25	10.3	8	3.3	2	0.8	0	0.0	0	0.0	0	0.0	37	15.2
Protective Service: Non-Sworn	583	253	43.4	140	24.0	87	14.9	19	3.3	5	0.9	0	0.0	0	0.0	328	56.3	221	37.9	87	14.9	13	2.2	5	0.9	2	0.3	0	0.0	220	37.7
Office/Clerical	220	41	18.6	27	12.3	10	4.5	2	0.9	1	0.5	0	0.0	1	0.5	178	80.9	129	58.6	31	14.1	11	5.0	6	2.7	1	0.5	0	0.0	62	28.2
Skilled Craft	70	67	95.7	62	88.6	0	0.0	1	1.4	0	0.0	0	0.0	4	5.7	3	4.3	3	4.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1.4
Service Maintenance	132	84	63.6	68	51.5	9	6.8	4	3.0	2	1.5	0	0.0	1	0.8	48	36.4	41	31.1	5	3.8	1	0.8	0	0.0	1	0.8	0	0.0	22	16.7
No EEO-4 Reporting	7	1	14.3	1	14.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	6	85.7	6	85.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTALS:	3061	1407	46	1118	36.5	177	5.8	55	1.8	33	1.1	5	0.2	15	0.5	1645	53.7	1273	41.6	234	7.6	77	2.5	47	1.5	7	0.2	5	0.2	644	21

### Involuntary Terminations

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	26	19	73.1	15	57.7	3	0.0	0	0.0	1	3.8	0	0.0	0	0.0	7	26.9	4	15.4	1	3.8	1	3.8	1	3.8	0	0.0	0	0.0	7	26.9
Professionals	84	31	36.9	26	31.0	2	0.0	1	1.2	1	1.2	0	0.0	1	1.2	51	60.7	29	34.5	14	16.7	2	2.4	3	3.6	0	0.0	3	3.6	24	28.6
Technicians	11	3	27.3	2	18.2	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	8	72.7	5	45.5	1	9.1	2	18.2	0	0.0	0	0.0	0	0.0	4	36.4
Protective Service: Sworn	28	22	78.6	19	67.9	2	0.0	1	3.6	0	0.0	0	0.0	0	0.0	6	21.4	2	7.1	1	3.6	3	10.7	0	0.0	0	0.0	0	0.0	7	25.0
Protective Service: Non-Sworn	173	69	39.9	43	24.9	22	0.0	4	2.3	0	0.0	0	0.0	0	0.0	104	60.1	52	30.1	42	24.3	8	4.6	1	0.6	1	0.6	0	0.0	78	45.1
Office/Clerical	27	9	33.3	5	18.5	1	0.0	0	0.0	1	3.7	0	0.0	2	7.4	18	66.7	10	37.0	3	11.1	4	14.8	1	3.7	0	0.0	0	0.0	10	37.0
Skilled Craft	19	18	94.7	18	94.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	5.3	1	5.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	18	11	61.1	6	33.3	4	0.0	0	0.0	1	5.6	0	0.0	0	0.0	7	38.9	3	16.7	2	11.1	1	5.6	1	5.6	0	0.0	0	0.0	9	50.0
No EEO-4 Reporting	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTALS:	387	182	47	134	34.6	35	9.0	6	1.6	4	1	0	0	3	0.8	203	52.5	106	27.4	64	16.5	21	5.4	7	1.8	1	0.3	3	0.8	139	35.9

ODEO Workforce Summary Report – Vietnam Era Veteran for Males and Females

Report Run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	VEV Totals	% of VEV Totals
Officials and Administrators	3899	55	1.4	48	1.2	4	0.1	2	0.1	0	0	0	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	56	1.4
Professionals	21598	221	1	208	1	9	0	2	0	1	0	1	0	0	0	14	0.1	12	0.1	2	0	0	0	0	0	0	0	0	235	1.1	
Technicians	1815	34	1.9	32	1.8	2	0.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	34	1.9		
Protective Service: Sworn	6148	42	0.7	35	0.6	4	0.1	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	42	0.7		
Protective Service: Non-Sworn	6303	9	0.1	9	0.1	0	0	0	0	0	0	0	0	0	0	4	0.1	3	0	1	0	0	0	0	0	0	0	13	0.2		
Office/Clerical	3517	17	0.5	13	0.4	4	0.1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	18	0.5		
Skilled Craft	1278	30	2.3	30	2.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	30	2.3		
Service Maintenance	1130	17	1.5	16	1.4	1	0.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	17	1.5		
No EEO-4 Reporting	40	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
TOTALS:	45728	425	0.9	391	0.9	24	0.1	6	0	1	0	2	0	1	0	20	0	17	0	3	0	0	0	0	0	0	0	445	1		

ODEO Workforce Summary Report – Vietnam Era Veteran for Males and Females

Report Run for Pay Period Ending 6/29/2013

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	VEV Totals	% of VEV Totals
Officials and Administrators	3799	54	1.4	50	1.3	3	0.1	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	55	1.4
Professionals	21089	231	1.1	212	1	12	0.1	3	0	3	0	1	0	0	0	17	0.1	15	0.1	2	0	0	0	0	0	0	0	0	0	248	1.2
Technicians	1829	29	1.6	28	1.5	1	0.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	29	1.6	
Protective Service: Sworn	6003	48	0.8	40	0.7	6	0.1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	48	0.8	
Protective Service: Non-Sworn	6267	9	0.1	8	0.1	1	0	0	0	0	0	0	0	0	0	2	0	1	0	1	0	0	0	0	0	0	0	0	11	0.2	
Office/Clerical	3450	14	0.4	10	0.3	4	0.1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	15	0.4	
Skilled Craft	1273	31	2.4	29	2.3	0	0	1	0.1	0	0	1	0.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	31	2.4	
Service Maintenance	1188	21	1.8	20	1.7	1	0.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	21	1.8	
No EEO-4 Reporting	37	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTALS:	44935	437	1	397	0.9	28	0.1	6	0	3	0	3	0	0	0	21	0	18	0	3	0	0	0	0	0	0	0	0	458	1	

ODEO Workforce Summary Report – Persons with Disabilities for Males and Females

Report Run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Disability Totals	% of Disability Totals
Officials and Administrators	3899	87	2.2	75	1.9	9	0.2	1	0	0	0	1	0	0	0	82	2.1	61	1.6	15	0.4	4	0.1	1	0	0	0	0	0	169	4.3
Professionals	21598	347	1.6	298	1.4	19	0.1	18	0.1	6	0	5	0	1	0	485	2.2	388	1.8	53	0.2	32	0.1	8	0	2	0	2	0	832	3.9
Technicians	1815	17	0.9	16	0.9	1	0.1	0	0	0	0	0	0	0	0	28	1.5	23	1.3	4	0.2	1	0.1	0	0	0	0	0	45	2.5	
Protective Service: Sworn	6148	22	0.4	20	0.3	1	0	0	0	0	0	1	0	0	0	3	0	2	0	0	0	1	0	0	0	0	0	0	25	0.4	
Protective Service: Non-Sworn	6303	20	0.3	15	0.2	5	0.1	0	0	0	0	0	0	0	0	27	0.4	19	0.3	6	0.1	2	0	0	0	0	0	0	47	0.7	
Office/Clerical	3517	32	0.9	25	0.7	4	0.1	1	0	2	0.1	0	0	0	0	143	4.1	110	3.1	23	0.7	5	0.1	3	0.1	1	0	1	0	175	5
Skilled Craft	1278	20	1.6	19	1.5	0	0	1	0.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20	1.6		
Service Maintenance	1130	29	2.6	26	2.3	1	0.1	0	0	0	0	0	0	2	0.2	7	0.6	6	0.5	0	0	0	0	0	0	0	1	0.1	36	3.2	
No EEO-4 Reporting	40	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTALS:	45728	574	1.3	494	1.1	40	0.1	21	0	8	0	7	0	3	0	775	1.7	609	1.3	101	0.2	45	0.1	12	0	3	0	4	0	1349	3

ODEO Workforce Summary Report – Persons with Disabilities for Males and Females

Report Run for Pay Period Ending 6/29/2013

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Disability Totals	% of Disability Totals
Officials and Administrators	3799	87	2.3	75	2	9	0.2	1	0	0	0	1	0	1	0	83	2.2	58	1.5	20	0.5	4	0.1	1	0	0	0	0	0	170	4.5
Professionals	21089	349	1.7	305	1.4	20	0.1	15	0.1	6	0	3	0	0	0	488	2.3	395	1.9	53	0.3	31	0.1	7	0	2	0	0	837	4	
Technicians	1829	19	1	17	0.9	2	0.1	0	0	0	0	0	0	0	0	27	1.5	24	1.3	2	0.1	1	0.1	0	0	0	0	0	46	2.5	
Protective Service: Sworn	6003	23	0.4	22	0.4	0	0	0	0	0	0	1	0	0	0	4	0.1	2	0	1	0	1	0	0	0	0	0	0	27	0.4	
Protective Service: Non-Sworn	6267	20	0.3	16	0.3	4	0.1	0	0	0	0	0	0	0	0	32	0.5	22	0.4	7	0.1	3	0	0	0	0	0	0	52	0.8	
Office/Clerical	3450	32	0.9	25	0.7	3	0.1	1	0	2	0.1	1	0	0	0	138	4	109	3.2	20	0.6	5	0.1	3	0.1	1	0	0	170	4.9	
Skilled Craft	1273	22	1.7	20	1.6	0	0	1	0.1	0	0	0	0	1	0.1	0	0	0	0	0	0	0	0	0	0	0	0	22	1.7		
Service Maintenance	1188	30	2.5	27	2.3	1	0.1	0	0	0	0	0	0	2	0.2	7	0.6	6	0.5	0	0	0	0	0	0	0	1	0.1	37	3.1	
No EEO-4 Reporting	37	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTALS:	44935	582	1.3	507	1.1	39	0.1	18	0	8	0	6	0	4	0	779	1.7	616	1.4	103	0.2	45	0.1	11	0	3	0	1	0	1361	3

## PART II: THE SECRETARIATS



### [ODEO Workforce Summary by Secretariat \(Charts 2014 vs 2013\)](#)

[Executive Office for Administration and Finance](#)

[Executive Office of Education](#)

[Executive Office of Energy and Environmental Affairs](#)

[Executive Office of Health and Human Services](#)

[Executive Office of Housing and Economic Development](#)

[Executive Office of Labor and Workforce Development](#)

[Executive Office of Public Safety and Security](#)

[Massachusetts Department of Transportation](#)

# ODEO Workforce Summary by Secretariat for Males and Females

Report run for Pay Period Ending 6/28/2014

Secretariat	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
ADMINISTRATION & FINANCE	64	9	14.1	6	9.4	2	3.1	1	1.6	0	0	0	0	0	0	53	82.8	26	40.6	13	20.3	5	7.8	9	14.1	0	0	0	0	32	50
BOARD OF LIBRARY COMMISSIONERS	22	3	13.6	3	13.6	0	0	0	0	0	0	0	0	0	0	19	86.4	17	77.3	1	4.5	0	0	1	4.5	0	0	0	0	2	9.1
COMMISSION ON STATUS OF WOMEN	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	
DEPARTMENT OF EDUCATION	222	42	18.9	33	14.9	4	1.8	2	0.9	3	1.4	0	0	0	0	180	81.1	122	55	28	12.6	24	10.8	3	1.4	1	0.5	0	0	67	30.2
DISABLED PERSONS PROTECTION COMMISSION	28	7	25	6	21.4	1	3.6	0	0	0	0	0	0	0	0	21	75	17	60.7	0	0	3	10.7	0	0	0	0	1	3.6	4	14.3
ENVIRONMENTAL AFFAIRS	2619	1682	64.2	1421	54.3	83	3.2	23	0.9	40	1.5	8	0.3	103	3.9	933	35.6	747	28.5	80	3.1	22	0.8	36	1.4	4	0.2	41	1.6	304	11.6
EXEC OFF OF ECONOMIC DEVELOP	58	27	46.6	25	43.1	1	1.7	0	0	1	1.7	0	0	0	0	31	53.4	26	44.8	2	3.4	2	3.4	1	1.7	0	0	0	0	7	12.1
EXEC OFFICE OF EDUCATION	596	164	27.5	129	21.6	16	2.7	2	0.3	15	2.5	0	0	1	0.2	432	72.5	333	55.9	47	7.9	16	2.7	36	6	0	0	0	0	133	22.3
EXECUTIVE OFFICE FOR ADMINISTRATION & FINANCE	3184	1572	49.4	1275	40	125	3.9	51	1.6	105	3.3	2	0.1	11	0.3	1608	50.5	1164	36.6	215	6.8	99	3.1	118	3.7	1	0	8	0.3	723	22.7
EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT	868	403	46.4	326	37.6	37	4.3	12	1.4	23	2.6	2	0.2	2	0.2	465	53.6	286	32.9	92	10.6	45	5.2	34	3.9	3	0.3	2	0.2	252	29
EXECUTIVE OFFICE OF HEALTH & HUMAN SERVICES	22333	7173	32.1	4528	20.3	1846	8.3	515	2.3	255	1.1	14	0.1	7	0	15156	67.9	10170	45.5	3228	14.5	1232	5.5	460	2.1	30	0.1	10	0	7615	34.1
EXECUTIVE OFFICE OF PUBLIC SAFETY & HOMELAND SECURITY	9141	7075	77.4	6197	67.8	457	5	293	3.2	86	0.9	18	0.2	19	0.2	2063	22.6	1751	19.2	163	1.8	96	1.1	31	0.3	8	0.1	9	0.1	1162	12.7
GOVERNOR	64	24	37.5	20	31.3	2	3.1	1	1.6	1	1.6	0	0	0	0	39	60.9	28	43.8	3	4.7	5	7.8	1	1.6	0	0	2	3.1	13	20.3
HEALTH CARE FINANCE	147	59	40.1	44	29.9	3	2	1	0.7	7	4.8	0	0	2	1.4	87	59.2	52	35.4	13	8.8	4	2.7	16	10.9	0	0	2	1.4	46	31.3
LABOR	1556	612	39.3	425	27.3	91	5.8	40	2.6	46	3	2	0.1	8	0.5	943	60.6	602	38.7	170	10.9	100	6.4	62	4	3	0.2	6	0.4	515	33.1
MASSACHUSETTS DEPARTMENT OF TRANSPORTATION	4379	3102	70.8	2530	57.8	259	5.9	102	2.3	128	2.9	7	0.2	72	1.6	1277	29.2	820	18.7	250	5.7	82	1.9	77	1.8	6	0.1	36	0.8	921	21
OFFICE OF COMPTROLLER	130	58	44.6	41	31.5	5	3.8	2	1.5	10	7.7	0	0	0	0	72	55.4	50	38.5	8	6.2	3	2.3	11	8.5	0	0	0	0	39	30
PUBLIC EMPLOYEE RETIREMENT ADM	51	24	47.1	22	43.1	0	0	0	0	1	2	0	0	1	2	27	52.9	23	45.1	2	3.9	1	5	0	0	0	0	0	5	9.8	
PUBLIC SAFETY	180	134	74.4	98	54.4	4	2.2	8	4.4	22	12.2	0	0	2	1.1	46	25.6	28	15.6	4	2.2	2	1.1	8	4.4	0	0	2	1.1	50	27.8
TEACHERS RETIREMENT BOARD	85	29	34.1	22	25.9	2	2.4	0	0	4	4.7	1	1.2	0	0	56	65.9	38	44.7	9	10.6	3	3.5	5	5.9	0	0	1	1.2	24	28.2
TOTALS:	45728	22199	48.5	17151	37.5	2938	6.4	1053	2.3	747	1.6	54	0.1	228	0.5	23509	51.4	16301	35.6	4328	9.5	1744	3.8	909	2	56	0.1	120	0.3	11914	26.1

# ODEO Workforce Summary by Secretariat for Males and Females

Report run for Pay Period Ending 6/29/2013

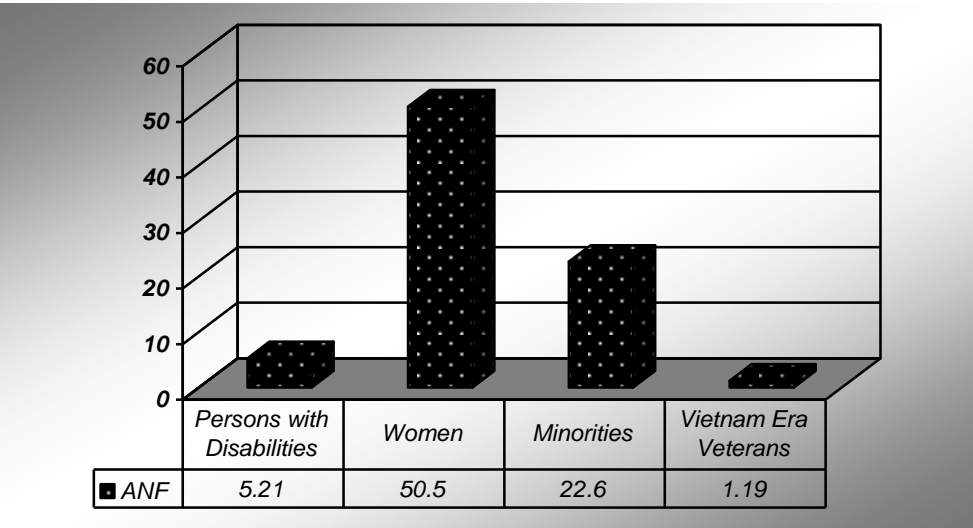
Secretariat	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
ADMINISTRATION & FINANCE	59	11	18.6	7	11.9	3	5.1	1	1.7	0	0	0	0	0	0	48	81.4	24	40.7	12	20.3	5	8.5	7	11.9	0	0	0	0	28	47.5
BOARD OF LIBRARY COMMISSIONERS	22	3	13.6	3	13.6	0	0	0	0	0	0	0	0	0	0	19	86.4	17	77.3	1	4.5	0	0	1	4.5	0	0	0	0	2	9.1
COMMISSION ON STATUS OF WOMEN	1	0	0	0	0.	0	0	0	0	0	0	0	0	0	0	1	100.	1	100.	0	0	0	0	0	0	0	0	0	0	0	
DEPARTMENT OF EDUCATION	199	38	19.1	30	15.1	4	2.	2	1.	2	1.	0	0	0	0	161	80.9	108	54.3	25	12.6	23	11.6	5	2.5	0	0	0	0	61	30.7
DISABLED PERSONS PROTECTION COMMISSION	27	7	25.9	6	22.2	1	3.7	0	0	0	0	0	0	0	0	20	74.1	17	63.	0	0	3	11.1	0	0	0	0	0	0	4	14.8
ENVIRONMENTAL AFFAIRS	2640	1712	64.8	1458	55.2	86	3.3	17	0.6	39	1.5	8	0.3	103	3.9	925	35.	755	28.6	76	2.9	20	0.8	31	1.2	4	0.2	39	1.5	282	10.7
EXEC OFF OF ECONOMIC DEVELOP	50	24	48.	22	44.	1	2.	0	0	1	2.	0	0	0	0	26	52.	22	44.	2	4.	1	2.	1	2.	0	0	0	0	6	12.
EXEC OFFICE OF EDUCATION	580	167	28.8	132	22.8	16	2.8	4	0.7	15	2.6	0	0	0	0	413	71.2	318	54.8	47	8.1	16	2.8	32	5.5	0	0	0	0	130	22.4
EXECUTIVE OFFICE FOR ADMINISTRATION & FINANCE	3140	1561	49.7	1288	41.	124	3.9	44	1.4	99	3.2	0	0	4	0.1	1570	50.	1153	36.7	202	6.4	95	3.	113	3.6	2	0.1	5	0.2	686	21.8
EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT	836	394	47.1	314	37.6	41	4.9	14	1.7	21	2.5	2	0.2	2	0.2	441	52.8	289	34.6	88	10.5	33	3.9	26	3.1	2	0.2	2	0.2	229	27.4
EXECUTIVE OFFICE OF HEALTH & HUMAN SERVICES	22042	7181	32.6	4614	20.9	1819	8.3	491	2.2	244	1.1	12	0.1	0	0	14860	67.4	10119	45.9	3096	14.	1160	5.3	452	2.1	28	0.1	2	0	7307	33.2
EXECUTIVE OFFICE OF PUBLIC SAFETY & HOMELAND SECURITY	8954	6928	77.4	6098	68.1	439	4.9	284	3.2	82	0.9	18	0.2	6	0.1	2020	22.6	1719	19.2	170	1.9	82	0.9	30	0.3	8	0.1	5	0.1	1121	12.5
GOVERNOR	63	22	34.9	16	25.4	6	9.5	0	0	0	0	0	0	0	0	41	65.1	25	39.7	3	4.8	6	9.5	3	4.8	0	0	3	4.8	19	30.2
HEALTH CARE FINANCE	95	39	41.1	28	29.5	2	2.1	1	1.1	6	6.3	0	0	0	0	56	58.9	36	37.9	9	9.5	3	3.2	8	8.4	0	0	0	0	31	32.6
LABOR	1506	592	39.3	422	28.	88	5.8	36	2.4	40	2.7	3	0.2	3	0.2	914	60.7	592	39.3	162	10.8	95	6.3	61	4.1	1	0.1	3	0.2	486	32.3
MASSACHUSETTS DEPARTMENT OF TRANSPORTATION	4279	3033	70.9	2552	59.6	231	5.4	91	2.1	117	2.7	7	0.2	35	0.8	1246	29.1	826	19.3	234	5.5	83	1.9	74	1.7	6	0.1	22	0.5	844	19.7
OFFICE OF COMPTROLLER	121	57	47.1	38	31.4	6	5.	2	1.7	11	9.1	0	0	0	0	64	52.9	44	36.4	6	5.	3	2.5	10	8.3	0	0	1	0.8	38	31.4
PUBLIC EMPLOYEE RETIREMENT ADM	51	24	47.1	20	39.2	0	0	0	0	1	2.	0	0	3	5.9	27	52.9	24	47.1	2	3.9	1	2.	0	0	0	0	0	0	4	7.8
PUBLIC SAFETY	184	138	75.	104	56.5	2	1.1	8	4.3	20	10.9	0	0	4	2.2	46	25.	32	17.4	2	1.1	2	1.1	8	4.3	0	0	2	1.1	42	22.8
TEACHERS RETIREMENT BOARD	86	31	36.	24	27.9	2	2.3	0	0	4	4.7	1	1.2	0	0	55	64.	39	45.3	8	9.3	3	3.5	5	5.8	0	0	0	0	23	26.7
TOTALS:	44935	21962	48.9	17176	38.2	2871	6.4	995	2.2	702	1.6	51	0.1	160	0.4	22953	51.1	16160	36.	4145	9.2	1634	3.6	867	1.9	51	0.1	84	0.2	11343	25.2

Executive Office for Administration and Finance

Secretary Glen Shor

Demographics for Fiscal Year 2014

As of June 28, 2014



The Administration and Finance Secretariat  
FY14 Annual EEO4 Report

Secretariat Overview: The Executive Office for Administration and Finance (ANF) is responsible for ensuring the financial stability of state government and the efficient, effective, and equitable operation of executive agencies. ANF agencies share a public policy vision of continuous improvement driven by the recruitment, development and support of employees who are collectively as diverse as the citizens we serve. The following agencies comprise the Secretariat:

- Appellate Tax Board
- Bureau of the State House
- Civil Service Commission
- Department of Revenue
- Developmental Disabilities Council
- Division of Administrative Law Appeals
- Division of Capital Asset Management and Maintenance
- Executive Office for Administration and Finance
- George Feingold Library
- Group Insurance Commission
- Human Resources Division
- Information Technology Division
- Massachusetts Office on Disability

- Operational Services Division

**Workforce Analysis:**

A comparison between FY14 outcomes and FY13 outcomes reveals that the ANF secretariat continued to achieve strong diversity outcomes in the aggregate and within the various workforce categories.

Aggregate Data:

Female employees made up 50.5% of the ANF secretariat workforce. Although this represented a slight decrease by .6%, ANF continues to perform well vis-à-vis this population of employees;

- Minority employee made up 22.7% of the ANF secretariat workforce. The percentage of minority employees decreased 2.6% in FY14;
- Employees self-identified as persons with a disability made up 1.5% of the ANF workforce. The percentage declined from the 3% reflected on fiscal year 2013; and,
- Employees who are Vietnam-era Veterans made up 4.1% of the ANF workforce. The percentage a sizable increase from the 1% reflected on fiscal year 2014;

**Workforce Trends:** ANF agencies continued to work with the Office of Diversity and Equal Opportunity (ODEO) to diversify their applicant pools. ANF agencies continued efforts to incorporate equity as a core organizational value. In terms of hiring, ANF agencies have worked to attain and maintain a strong record of hiring, protected class members. For example, minority employees represented 24.5% of new hires and female employees represented 57.1% of all new hires in the 2014 fiscal year. ANF agencies hired 1.5% new employees with a self-identified disability, and 4.1% Vietnam-era Veterans in the 2014 fiscal year. Most terminations within ANF agencies were at the choice of the employee. During the 2014 fiscal year, 2 employees were terminated on an involuntary basis (50% involuntary termination rate). During the 2014 fiscal year, female employees made up 33.3%, minority individuals made up 15.2%, persons with a disability made up 15.2% and Vietnam-Era Veterans made up 12.1% of voluntary terminations. And, concerning promotions, during the 2014 fiscal year, ANF agencies promoted females and



minority individuals in meaningful ways. Female employees received 50.0%, minority employees received 23.5% of promotions, 2.9% a self-identified disability and 5.9% Vietnam-era Veteran achieved a promotion during the 2014 fiscal year.

**Agency Highlights:** ANF agency employees participated in professional development, programs and mandatory trainings. Agencies continued to support internship programs, including the Commonwealth Diversity Fellows Program, a semester-long internship targeted to students of the University of Massachusetts at Boston. Despite continuing funding challenges and related workforce reductions efforts such as the Model Employer initiative have advanced employment opportunities and promoted diversity.

**Moving Forward:** These strategies continue to have long-term benefits, despite continuing budget constraints. Initial projections suggest that there will be additional challenges in the coming year – which will likely require even greater effort and new strategies. Nevertheless, ANF agencies will continue to advance the Secretariat's vision for equity, including our personnel affirmative action and diversity objectives.

19 – ADMINISTRATION & FINANCE – Secretariat Workforce Summary by Department for Males and Females

Report run for Pay Period Ending 6/28/2014

Department	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
ADMINISTRATIVE LAW APPEALS DIVISION	33	11	33.3	11	33.3	0	0	0	0	0	0	0	0	0	0	22	66.7	18	54.5	2	6.1	1	3	1	3	0	0	0	0	4	12.1
APPELLATE TAX BOARD	22	10	45.5	9	40.9	1	4.5	0	0	0	0	0	0	0	0	12	54.5	10	45.5	2	9.1	0	0	0	0	0	0	0	3	13.6	
BUREAU OF STATE BUILDINGS	14	11	78.6	10	71.4	1	7.1	0	0	0	0	0	0	0	0	3	21.4	2	14.3	1	7.1	0	0	0	0	0	0	0	2	14.3	
CAPITAL ASSET MANAGEMENT AND MAINTENA	314	186	59.2	135	43	31	9.9	8	2.5	7	2.2	1	0.3	2	0.6	125	39.8	80	25.5	23	7.3	8	2.5	11	3.5	0	0	3	1	92	29.3
CIVIL SERVICE COMMISSION	5	2	40	2	40	0	0	0	0	0	0	0	0	0	0	3	60	1	20	1	20	1	20	0	0	0	0	0	2	40	
DEPARTMENT OF REVENUE	1798	808	44.9	683	38	52	2.9	30	1.7	40	2.2	0	0	3	0.2	990	55.1	747	41.5	119	6.6	68	3.8	53	2.9	0	0	2	0.1	363	20.2
DEVELOPMENTAL DISABILITIES COU	10	3	30	3	30	0	0	0	0	0	0	0	0	0	0	7	70	7	70	0	0	0	0	0	0	0	0	0	0	0	
DIVISION OF OPERATIONAL SERVICE	71	25	35.2	19	26.8	4	5.6	0	0	2	2.8	0	0	0	0	46	64.8	24	33.8	13	18.3	3	4.2	5	7	0	0	1	1.4	27	38
EXECUTIVE OFFICE for ADMINISTRATION	327	203	62.1	162	49.5	10	3.1	2	0.6	27	8.3	0	0	1	0.3	124	37.9	98	30	6	1.8	2	0.6	17	5.2	0	0	1	0.3	65	19.9
GEORGE FINGOLD LIBRARY	13	1	7.7	0	0	0	0	0	0	0	0	0	0	1	7.7	12	92.3	9	69.2	1	7.7	1	7.7	0	0	0	0	1	7.7	2	15.4
GROUP INSURANCE COMMISSION	55	16	29.1	10	18.2	3	5.5	0	0	2	3.6	0	0	1	1.8	39	70.9	22	40	7	12.7	3	5.5	7	12.7	0	0	0	0	22	40
HUMAN RESOURCES DIVISION	142	45	31.7	30	21.1	7	4.9	1	0.7	6	4.2	1	0.7	0	0	97	68.3	56	39.4	24	16.9	8	5.6	8	5.6	1	0.7	0	0	56	39.4
INFORMATION TECHNOLOGY DIVISION	341	233	68.3	187	54.8	14	4.1	10	2.9	20	5.9	0	0	2	0.6	108	31.7	76	22.3	13	3.8	3	0.9	16	4.7	0	0	0	0	76	22.3
MASSACHUSETTS OFFICE ON DISABILITIES	13	7	53.8	7	53.8	0	0	0	0	0	0	0	0	0	0	6	46.2	5	38.5	1	7.7	0	0	0	0	0	0	0	1	7.7	
TOTALS:	3158	1561	49.4	1268	40.2	123	3.9	51	1.6	104	3.3	2	0.1	10	0.3	1594	50.5	1155	36.6	213	6.7	98	3.1	118	3.7	1	0	8	0.3	715	22.6

19 – ADMINISTRATION & FINANCE – Secretariat Workforce Summary Report Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	417	228	54.7	196	47	16	3.8	2	0.5	12	2.9	0	0	2	0.5	189	45.3	146	35	23	5.5	9	2.2	11	2.6	0	0	0	0	73	17.5
Professionals	2405	1183	49.2	970	40.3	85	3.5	37	1.5	81	3.4	1	0	6	0.2	1222	50.8	883	36.7	161	6.7	77	3.2	94	3.9	1	0	5	0.2	541	22.5
Technicians	96	56	58.3	42	43.8	5	5.2	1	1	7	7.3	0	0	1	1	40	41.7	26	27.1	4	4.2	3	3.1	7	7.3	0	0	0	0	27	28.1
Office/Clerical	190	47	24.7	27	14.2	7	3.7	8	4.2	4	2.1	0	0	1	0.5	143	75.3	100	52.6	25	13.2	9	4.7	6	3.2	0	0	3	1.6	59	31.1
Skilled Craft	50	47	94	33	66	10	20	3	6	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15	30	
TOTALS:	3158	1561	49.4	1268	40.2	123	3.9	51	1.6	104	3.3	2	0.1	10	0.3	1594	50.5	1155	36.6	213	6.7	98	3.1	118	3.7	1	0	8	0.3	715	22.6

19 – ADMINISTRATION & FINANCE – Secretariat New Hires Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	5	1	20	1	20	0	0	0	0	0	0	0	0	0	0	4	80	3	60	0	0	0	0	1	20	0	0	0	0	1	20
Professionals	35	17	48.6	12	34.3	1	2.9	3	8.6	1	2.9	0	0	0	0	18	51.4	14	40	2	5.7	1	2.9	1	2.9	0	0	0	0	9	25.7
Office/Clerical	8	2	25	2	25	0	0	0	0	0	0	0	0	0	0	6	75	5	62.5	1	12.5	0	0	0	0	0	0	0	0	1	12.5
Skilled Craft	1	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS:	49	21	42.9	16	32.7	1	2	3	6.1	1	2	0	0	0	0	28	57.1	22	44.9	3	6.1	1	2	2	4.1	0	0	0	0	11	22.4

19 – ADMINISTRATION & FINANCE – Secretariat Terminations Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

Voluntary Terminations

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	4	3	75	3	75	0	0	0	0	0	0	0	0	0	0	1	25	0	0	0	0	0	0	1	25	0	0	0	0	1	25
Professionals	26	16	61.5	14	53.8	2	7.7	0	0	0	0	0	0	0	0	10	38.5	8	30.8	1	3.8	0	0	1	3.8	0	0	0	0	4	15.4
Office/Clerical	1	1	100	1	100	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled Craft	2	2	100	2	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS:	33	22	66.7	20	60.6	2	6.1	0	0	0	0	0	0	0	0	11	33.3	8	24.2	1	3	0	0	2	6.1	0	0	0	0	5	15.2

Involuntary Terminations

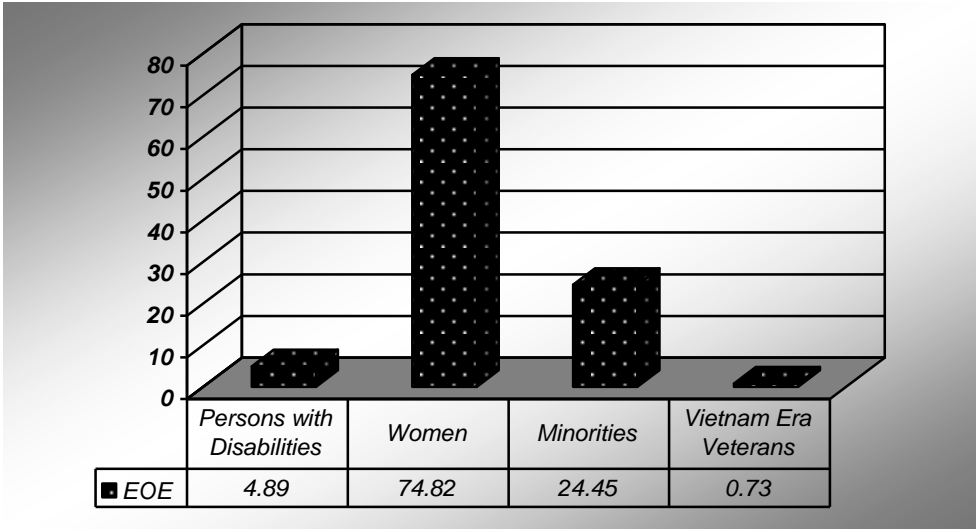
EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Professionals	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0	1	50	0	0	0	0	1	50	0	0	0	0	0	0	1	50
TOTALS:	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0	1	50	0	0	0	0	1	50	0	0	0	0	0	0	1	50

# Executive Office of Education

## Secretary Matthew Malone

Demographics for Fiscal Year 2014

As of June 28, 2014



EXECUTIVE OFFICE OF EDUCATION  
ANNUAL REPORT NARRATIVE FY 2014  
August 29, 2014

## INTRODUCTION

The Executive Office of Education (EOE) sits at the center of our public education system, and coordinates the development and implementation of initiatives across our early education, K-12, and public higher education institutions.

The mission of the EOE is to serve all of Massachusetts' students, regardless of age, by creating a 21st century public education system that provides access to high-quality and inspirational educational opportunities that will transform their lives and create a stronger Commonwealth.

The EOE is responsible for achieving Governor Patrick's bold and comprehensive vision for public education in our state. Our theory of action is simple – if we create a fully integrated and seamless public education system that will support our children from cradle to career, one that meets each student where he or she is and provides individualized support, we will increase all students' achievement but also close persistent and unacceptable achievement gaps that disproportionately affect students from lower-income families, students who are English language learners, students of color, and students with disabilities.

## OVERVIEW

The EOE serves as a single, responsible authority within the Commonwealth's comprehensive education system, which is comprised of the Department of Early Education and Care (EEC), the Department of Elementary and Secondary Education (ESE), the Department of Higher Education (DHE), and the University of Massachusetts (UMASS). In addition, the Executive Office of Education advises the Governor on matters of education policy, helps shape the Governor's policy agenda, advances the work of the Readiness Project and works with the Commissioners to build a seamless Pre-K - 20 public education system.

## BROAD COMPARISON OF WORKFORCE

The Secretariat's workforce currently consists of 896 employees at its agencies.

During FY' 14 the Secretariat's workforce comparison reflects that its agencies increased slightly in parity in all categories – an improvement but we still have work to do.

EOE agencies will continue strong efforts to increase the employment of people with disabilities by providing an accepting, accessible, and supportive work environment for all employees. Although EOE will apply the same efforts towards improving in the VEV category whenever possible, due to the challenge of an aging workforce in this category, EOE will broaden the focus to actively recruiting all Veterans.

EOE agencies will continue to encourage employees to self-identify by addressing employees' concerns regarding the confidentiality, retention, use, and disclosure of disability-related information. It is the practice of EOE agencies to discuss this subject at each employee orientation, survey staff twice annually, and provide accommodations to enhance work activities regardless of self-identification.

EOE agencies continued to participate in Professional Development Programs, Mandatory Training and related agency-based activities throughout the year. EOE agencies also continued to support internship programs as a means of providing valuable work experience for participating students and marketing the Commonwealth as an employer of choice.

## EOE HIGHLIGHTS OF FISCAL YEAR 2014

EOE was a proud participant of the Governor's Strategic Plan to Increase Employment Opportunities for Veterans. EOE attended the Veteran's Career Fair held in January 2014 where we discussed employment opportunities and provided information about career paths in education with a number of veterans. Through these efforts, EOE successfully recruited a female veteran from Operation Desert Storm.

EOE had the honor of hosting a fellow from the Commonwealth's Diversity Fellowship program during the months of February through May. We can only hope that the student found the experience half as rewarding as we did. We were pleased to hear that she found gainful employment within the Commonwealth upon completion of her fellowship.

EOE continues to work towards increasing the compliancy rate for the Commonwealth's Mandatory Diversity Training for all employees (Part I) and the Commonwealth's Mandatory Diversity Training for Managers to ensure that all staff members are appropriately trained in areas related to diversity awareness.

## MOVING FORWARD

The Governor's FY'15 budget called for the consolidation of the Human Resource function within the Secretariat. One of the first goals of the consolidation will be the establishment of a Secretariat Diversity Officer to ensure EOE agencies continue to promote an organizational culture that values all employees and customers regardless of age, color, disability, national origin, race, religion, sex or sexual orientation consistently. Additionally, the second phase of the consolidation will include the establishment of a Staff Development Unit which will focus on training opportunities to ensure all staff members have the opportunity to be educated about diversity/affirmative action initiatives and trainings.

The ability to have a single position dedicated to diversity will allow the EOE agencies to focus on recruitment efforts utilizing internship programs, human service agencies, minority and women's organizations, and community action groups concerned with equal employment opportunity for minorities, women, individuals with disabilities, and veterans.

## CONCLUSION

We are committed to creating a welcoming environment for a diverse range of highly skilled professionals. Our environment is one of mutual respect, integrity, inclusion, professionalism and accountability.

73 – EXEC OFFICE OF EDUCATION – Secretariat Workforce Summary by Department for Males and Females

Report run for Pay Period Ending 6/28/2014

Department	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Department of Early Education	222	42	18.9	33	14.9	4	1.8	2	0.9	3	1.4	0	0	0	0	180	81.1	122	55	28	12.6	24	10.8	3	1.4	1	0.5	0	0	67	30.2
DEPARTMENT OF EDUCATION	509	123	24.2	103	20.2	13	2.6	2	0.4	5	1	0	0	0	0	386	75.8	303	59.5	43	8.4	12	2.4	28	5.5	0	0	0	0	103	20.2
EXECUTIVE OFFICE OF EDUCATION	81	40	49.4	25	30.9	4	4.9	0	0	10	12.3	0	0	0	0	41	50.6	26	32.1	2	2.5	5	6.2	8	9.9	0	0	0	0	30	37
TOTALS:	812	205	25.2	161	19.8	21	2.6	4	0.5	18	2.2	0	0	0	0	607	74.8	451	55.5	73	9	41	5	39	4.8	1	0.1	0	0	200	24.6

73 – EXEC OFFICE OF EDUCATION – Secretariat Workforce Summary Report for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	136	50	36.8	40	29.4	6	4.4	0	0	3	2.2	0	0	0	0	86	63.2	68	50	10	7.4	4	2.9	4	2.9	0	0	0	0	28	20.6
Professionals	637	144	22.6	114	17.9	12	1.9	4	0.6	14	2.2	0	0	0	0	493	77.4	365	57.3	56	8.8	34	5.3	35	5.5	1	0.2	0	0	158	24.8
Technicians	4	3	75	2	50	1	25	0	0	0	0	0	0	0	0	1	25	1	25	0	0	0	0	0	0	0	0	0	1	25	
Office/Clerical	35	8	22.9	5	14.3	2	5.7	0	0	1	2.9	0	0	0	0	27	77.1	17	48.6	7	20	3	8.6	0	0	0	0	0	13	37.1	
TOTALS:	812	205	25.2	161	19.8	21	2.6	4	0.5	18	2.2	0	0	0	0	607	74.8	451	55.5	73	9	41	5	39	4.8	1	0.1	0	0	200	24.6

73 – EXEC OFFICE OF EDUCATION – Secretariat New Hires Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	100	2	66.7	0	0	1	33.3	0	0	0	0	0	0	1	33.3
Professionals	34	7	20.6	4	11.8	3	8.8	0	0	0	0	0	0	0	0	27	79.4	18	52.9	4	11.8	3	8.8	1	2.9	0	0	0	0	12	35.3
Office/Clerical	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS:	38	7	18.4	4	10.5	3	7.9	0	0	0	0	0	0	0	0	31	81.6	21	55.3	4	10.5	4	10.5	1	2.6	0	0	0	0	13	34.2

73 – EXEC OFFICE OF EDUCATION – Secretariat Terminations Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

Voluntary Terminations

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	3	2	66.7	1	33.3	0	0	1	33.3	0	0	0	0	0	0	1	33.3	1	33.3	0	0	0	0	0	0	0	0	0	0	1	33.3
Professionals	7	1	14.3	1	14.3	0	0	0	0	0	0	0	0	0	0	6	85.7	5	71.4	0	0	0	0	1	14.3	0	0	0	0	1	14.3
TOTALS:	10	3	30	2	20	0	0	1	10	0	0	0	0	0	0	7	70	6	60	0	0	0	0	1	10	0	0	0	0	2	20

Involuntary Terminations

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Professionals	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS:	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0

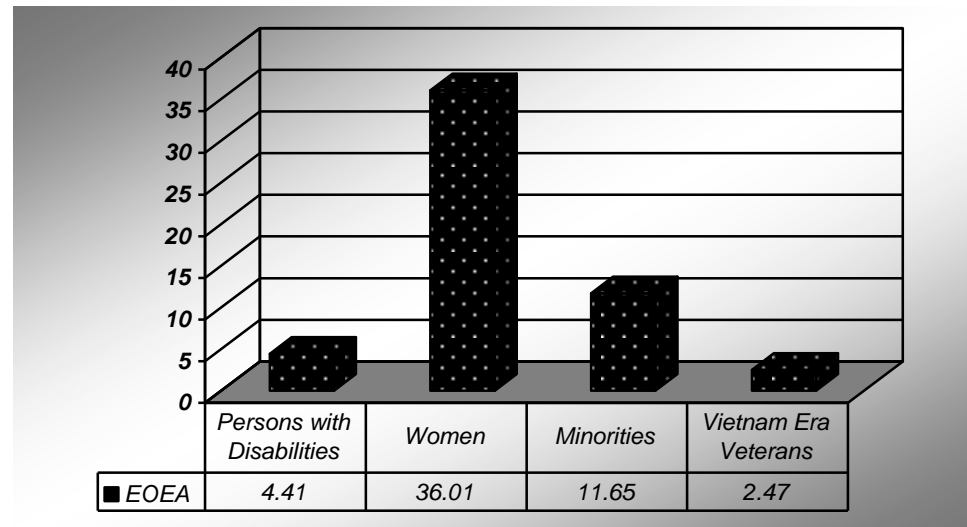


# Executive Office of Energy and Environment Affairs

## Secretary Maeve Vallely Barlett

### Demographics for Fiscal Year 2014

As of June 28, 2014



Executive Office of Energy and Environmental Affairs (ENV)  
Annual Narrative FY 2014

Mission Statement

The overall mission of the Executive Office of Energy and Environmental Affairs is to safeguard public health from environmental threats and to preserve, protect, and enhance the natural resources of the Commonwealth.

OVERVIEW The Secretariat oversees six agencies:

Massachusetts Department of Agricultural Resources MDAR's mission is to ensure the long-term viability of agriculture in Massachusetts. Through its four divisions – Agricultural Conservation & Technical Assistance, Agricultural Markets, Animal Health, and Crop and Pest Services – MDAR strives to support, regulate and enhance the rich diversity of the Commonwealth's agricultural community to promote economically and environmentally sound food safety and animal health measures, and fulfill agriculture's role in energy conservation and production.

Department of Conservation and Recreation The Department of Conservation and Recreation (DCR) strives to protect, preserve, manage and enhance the natural and cultural resources of the Commonwealth in order to promote healthy, livable and sustainable communities, and to connect people to these resources through recreation and education.

Department of Environmental Protection The Department of Environmental Protection (DEP) works to fulfill Article 97 of the Massachusetts' Constitution's guarantee of the people's right to clean air and water as well as the natural, scenic, historic, and aesthetic qualities of their environment.

Department of Fish and Game The Department of Fish and Game (DFG) is charged with stewardship of the Commonwealth's marine and freshwater fisheries, wildlife species, plants and natural communities, and wildlife dependent recreation.

The number of employees for Department of Public Utilities The Department of Public Utilities (DPU) mission is to ensure that utility consumers are provided with the most reliable service at the lowest possible cost; to protect the public safety from transportation and gas pipeline related accidents; to oversee the energy facilities sitting process; and to ensure that residential ratepayers' rights are protected under regulations.

Department of Energy Resources The Department of Energy Resources (DOER) is committed to creating a greener energy future for the Commonwealth. The Massachusetts Department of Energy Resources (DOER) develops and implements policies and programs aimed at ensuring the adequacy, security, diversity, and cost-effectiveness of the Commonwealth's energy supply within the context of creating a cleaner energy future.

Executive Office of Environmental Affairs The overall mission of the Executive Office is to safeguard public health from environmental threats and to preserve, protect, and enhance the natural resources of the Commonwealth. Our commitment to protecting our environment now recognizes the importance of energy efficiency; making renewable energy a reality in our state, and reducing our dependence on fossil fuels; diversifying our energy sources; and leading the country in energy technology innovation.

BROAD COMPARISON of WORKFORCE

The total workforce for the EOEEA Secretariat for Fiscal Year 2014 is 2677 compared to 2690 in 2013.

Officials and Administrators: 2014 Total = 296 (+ 5 = 1.7% increase) 2013 total = 291

Hired: 14 new employees (8 White Males, 2 White Females, 2 Black Females, 1 Hispanic Females, 1 Female Unknown)

Professionals: 2014 Total = 1604 (+ 17 = 1.07% increase) 2013 total = 1587

Hired: 86 New employees ( 29 White Males, 3 Black Males, 3 Hispanic Males, 34 White Females, 4 Black Females, 5 Asian Females, 2 Females Unknown,

Protective Services Sworn: 2014 total = 85 + (1 = 1.1% increase) 2013 total = 84

Hired: 14 new employees (14 White Males)

Technicians: 2014 Total = 134 (- 9 = (6.7%) decrease) 2013 total = 143

Hired: 3 New employees (3 White Males)

Office/Clerical: 2014 total = 116 (- 8 = 6.8%) decrease 2013 total = 124

Hired: 3 New employees (2 White Females, 1 Asian Female)

Skilled Craft: 2014 total = 122 (+ 1 =.1%) increase                      2013 total = 121  
Hired: 5 New employees (5 White Males)

Service Maintenance: 2014 total = 320 (- 20 = 6.2%) decrease) 2013 total = 340  
Hired: 8 New Employees (4 White males, 2 Hispanic Males, 2 White Females)

Vietnam Era Veterans; 2014 Total = 66 (- 6 = .09% decrease)      2013 Total = 72  
59 White Male, 4 Black Male, 1 Native American, 2 White Female

Persons with Disabilities 2014 Total = 119 (+1 = .08% increase) 2013 Total = 118  
66 White Males, 4 Black Males, 1 Hispanic Male, 1 Native American, 40  
White Females, 7 Black Females

PROMOTIONS: 2014 Total = 104 (+39 = 6% increase)                      2013 Total = 65  
53 White Males, 3 Black Males, 3 Males Unknown, 32 White Females, 3  
Black Females, 3 Asian Females, 1 Female Unknown

TERMINATIONS: 2014Total = 145 Voluntary (+10 = 6.8% increase) 2013 Total =  
135  
89 White Males, 7 Black Males, 4 Males Unknown, 34 White Females, 2  
Black Females, 1 Hispanic Female, 1 Female Unknown  
2014 = Total = 8 Involuntary (+3 = 3.7% increase) 2013 Total = 5  
2 White Males, 1 Black Male, 4 White Females, 1 Female Unknown

## RETENTION

The Secretariat average retention rate is 95.6% out of 100%. The Secretariat has not experienced severe retention issues among its workforce. Interesting work, learning and development opportunities, work culture, flexible work arrangement, a strong “promote from within” practice and employee benefits have been often cited reasons for employee tenure. Employees are encouraged to take the Commonwealth training classes whenever possible and courses at local colleges and universities to obtain undergraduate or graduate degrees or independent courses that are specific to nature of their work. Communications is also encouraged amongst employees. The agencies and their staff are well respected in their fields on a local, national and international level.

## PROMOTIONS

Employees are notified of all Internal Postings. Employees that apply are interviewed and based on their qualifications; work experience and meeting the Minimum Entrance Requirements are often promoted.

## HIGHLIGHTS

All managers and bargaining Union employees achieved 100% compliance on Commonwealth mandatory course, and at the close of fiscal year 2014, 100% of all managers had completed the ACES (Permanence Management) process with performance plan and reviews implemented and recorded.

## AGENCY MOVING FORWARD

The Executive Office of Environmental Affairs will continue to increase minority staff count in all job groups, as well as hire Veterans and Persons with Disabilities as we continue to focus on retention strategies. All agencies will strive to recruit and retain candidates and employees of diverse cultural backgrounds in an effort to improve the overall representation of minorities, females, persons with disabilities and veterans in the workplace. They will also continue recruiting efforts with college and universities and professional organizations with diverse populations.

20 – ENVIRONMENTAL AFFAIRS – Secretariat Workforce Summary by Department for Males and Females

Report run for Pay Period Ending 6/28/2014

Department	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
DEPARTMENT CONSERVATION AND RECREATION	930	680	73.1	610	65.6	41	4.4	12	1.3	9	1	3	0.3	3	0.3	249	26.8	210	22.6	28	3	6	0.6	4	0.4	1	0.1	0	0	106	11.4
DEPARTMENT of AGRICULTURAL RESOURCES	75	32	42.7	27	36	3	4	1	1.3	1	1.3	0	0	0	0	43	57.3	34	45.3	4	5.3	1	1.3	1	1.3	0	0	3	4	11	14.7
DEPARTMENT OF ENVIRONMENTAL PROTECTION	779	436	56	397	51	18	2.3	4	0.5	14	1.8	2	0.3	1	0.1	343	44	286	36.7	26	3.3	9	1.2	17	2.2	0	0	4	0.5	91	11.7
DEPARTMENT OF FISH AND GAME	292	186	63.7	179	61.3	1	0.3	1	0.3	2	0.7	2	0.7	1	0.3	106	36.3	99	33.9	3	1	2	0.7	1	0.3	0	0	1	0.3	12	4.1
DEPARTMENT OF TELECOMMUNICAT	143	76	53.1	59	41.3	9	6.3	2	1.4	3	2.1	0	0	2	1.4	67	46.9	52	36.4	11	7.7	1	0.7	2	1.4	0	0	1	0.7	29	20.3
Division of Energy Resources	58	27	46.6	25	43.1	1	1.7	0	0	1	1.7	0	0	0	0	31	53.4	26	44.8	2	3.4	2	3.4	1	1.7	0	0	0	0	7	12.1
EXECUTIVE OFFICE OF ENVIRONMENT	284	184	64.8	152	53.5	13	4.6	2	0.7	9	3.2	1	0.4	6	2.1	100	35.2	73	25.7	10	3.5	2	0.7	9	3.2	2	0.7	2	0.7	51	18
STATE RECLAMATION BOARD	100	77	77	52	52	0	0	2	2	2	2	1	1	20	20	20	20	13	13	0	0	1	1	1	1	0	0	5	5	8	8
TOTALS	2661	1698	63.8	1501	56.4	86	3.2	24	0.9	41	1.5	9	0.3	33	1.2	959	36	793	29.8	84	3.2	24	0.9	36	1.4	3	0.1	16	0.6	315	11.8

20 – ENVIRONMENTAL AFFAIRS – Secretariat Workforce Summary Report for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	293	175	59.7	152	51.9	13	4.4	2	0.7	3	1	0	0	4	1.4	118	40.3	93	31.7	15	5.1	4	1.4	3	1	0	0	1	0.3	43	14.7
Professionals	1596	920	57.6	822	51.5	38	2.4	13	0.8	34	2.1	4	0.3	7	0.4	674	42.2	564	35.3	51	3.2	14	0.9	31	1.9	3	0.2	10	0.6	192	12
Technicians	132	103	78	99	75	2	1.5	1	0.8	0	0	1	0.8	0	0	29	22	26	19.7	2	1.5	0	0	1	0.8	0	0	0	0	7	5.3
Protective Service: Sworn	85	80	94.1	71	83.5	3	3.5	1	1.2	2	2.4	1	1.2	2	2.4	5	5.9	5	5.9	0	0	0	0	0	0	0	0	0	0	7	8.2
Office/Clerical	116	17	14.7	14	12.1	3	2.6	0	0	0	0	0	0	0	0	99	85.3	72	62.1	15	12.9	6	5.2	1	0.9	0	0	5	4.3	25	21.6
Skilled Craft	120	118	98.3	107	89.2	6	5	1	0.8	1	0.8	1	0.8	2	1.7	2	1.7	2	1.7	0	0	0	0	0	0	0	0	0	0	9	7.5
Service Maintenance	319	285	89.3	236	74	21	6.6	6	1.9	1	0.3	2	0.6	18	5.6	32	10	31	9.7	1	0.3	0	0	0	0	0	0	0	0	32	10
TOTALS:	2661	1698	63.8	1501	56.4	86	3.2	24	0.9	41	1.5	9	0.3	33	1.2	959	36	793	29.8	84	3.2	24	0.9	36	1.4	3	0.1	16	0.6	315	11.8

20 – ENVIRONMENTAL AFFAIRS – Secretariat New Hires Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	3	2	66.7	2	66.7	0	0	0	0	0	0	0	0	0	0	1	33.3	0	0	0	0	1	33.3	0	0	0	0	0	0	1	33.3
Professionals	30	14	46.7	12	40	1	3.3	1	3.3	0	0	0	0	0	0	15	50	9	30	3	10	0	0	3	10	0	0	0	9	30	
Office/Clerical	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	100	1	50	0	0	0	0	1	50	0	0	0	1	50	
Skilled Craft	1	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Service Maintenance	4	1	25	1	25	0	0	0	0	0	0	0	0	0	0	1	25	1	25	0	0	0	0	0	0	0	0	0	0	0	
TOTALS:	40	18	45	16	40	1	2.5	1	2.5	0	0	0	0	0	0	19	47.5	11	27.5	3	7.5	1	2.5	4	10	0	0	0	0	11	27.5

20 – ENVIRONMENTAL AFFAIRS – Secretariat Terminations Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

Voluntary Terminations

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	5	4	80	1	20	3	60	0	0	0	0	0	0	0	0	1	20	1	20	0	0	0	0	0	0	0	0	0	0	3	60
Professionals	31	21	67.7	18	58.1	1	3.2	0	0	2	6.5	0	0	0	0	10	32.3	6	19.4	0	0	0	0	3	9.7	0	0	1	3.2	6	19.4
Technicians	4	3	75	3	75	0	0	0	0	0	0	0	0	0	0	1	25	1	25	0	0	0	0	0	0	0	0	0	0	0	0
Protective Service: Sworn	1	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Office/Clerical	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	100	2	100	0	0	0	0	0	0	0	0	0	0	0	0
Skilled Craft	4	3	75	3	75	0	0	0	0	0	0	0	0	0	0	1	25	1	25	0	0	0	0	0	0	0	0	0	0	0	0
Service Maintenance	5	4	80	3	60	0	0	0	0	0	0	0	0	1	20	1	20	1	20	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS:	52	36	69.2	29	55.8	0	7.7	0	0	2	3.8	0	0	1	1.9	16	30.8	12	23.1	0	0	0	0	3	5.8	0	0	1	1.9	0	17.3

Involuntary Terminations

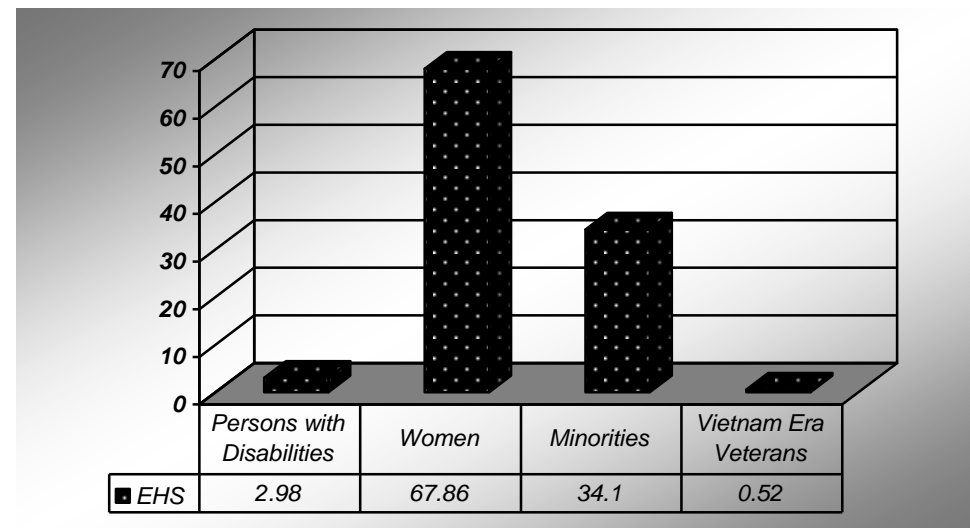
EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Professionals	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0	1	50	1	50	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS:	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0	1	50	1	50	0	0	0	0	0	0	0	0	0	0	0	0

# Executive Office of Health and Human Services

## Secretary John Polanowicz

### Demographics for Fiscal Year 2014

As of June 28, 2014



## Executive Office of Health and Human Services Annual Report for FY14

The Executive Office of Health and Human Services (EOHHS) is comprised of 15 agencies. They are the Executive Office of Elder Affairs (ELD), the Soldiers' Home in Chelsea (CHE), the Soldiers' Home in Holyoke (HLY), the Department of Veterans Services (DVS), the Department of Transitional Assistance (DTA), the Department of Youth Services (DYS), the Department of Children and Families (DCF), the Office of Refugees and Immigrants (ORI), the Massachusetts Commission for the Deaf and Hard of Hearing (MCDHH), the Department of Developmental Services (DDS), the Massachusetts Commission for the Blind (MCB), the Massachusetts Rehabilitation Commission (MRC), the Department of Public Health (DPH), the Department of Mental Health (DMH), and the Office of Medicaid (MassHealth). EOHHS is the largest secretariat in the Commonwealth of Massachusetts with an annual operating budget that represents approximately half of the Commonwealth's budget. EOHHS, through its agencies, develops and implements programs that support the health and welfare of Massachusetts residents. EOHHS provides services to approximately 1.5 million residents each year, including elders, persons with a disability, children, youth and families, veterans, refugees, immigrants and low-income individuals. EOHHS provides a variety of programs and services including services for elders, transitional assistance, Medicaid, mental health and public health services, child care, veteran support and disability advocacy. EOHHS agencies work collaboratively with other state agencies and with contracted health and human services providers to address the needs of the individuals and families.

### Mission

The Executive Office of Health and Human Services' mission is to improve the quality of life and health of all people, particularly vulnerable populations and children, by advancing wellness and improving health care quality, fostering safe homes and communities, promoting self-sufficiency, and furthering the use of community based supports and resources. We value person-centered service delivery; collaboration and partnerships; efficient and effective government; and accountability for achieving outcomes.

### Vision

Our vision is for secure, safe and healthy individuals, children, families, and communities in the Commonwealth.

## Organizational Clusters

There are 15 agencies within EOHHS that are arranged into 5 organizational clusters, headed by a Secretary or Assistant Secretary, and involving a particular topic area. The clusters are Elder Affairs, Veterans, Children, Youth and Families, Disabilities Policies and Programs and Wellness and Health Care. In addition, there are several departments including; Administrative Services, Financial Management, Human Resources, Information Technology, Legal Services, and the Office of Leased and State Owned Property.

### Elder Affairs

The Executive Office of Elder Affairs (ELD)

### Veterans

Soldiers' Home in Chelsea (CHE)

The Soldiers' Home in Holyoke (HLY)

The Department of Veterans Services (DVS)

### Children, Youth and Families

The Department of Transitional Assistance (DTA)

The Department of Youth Services (DYS)

The Department of Children and Families (DCF)

The Office of Refugees and Immigrants (ORI)

### Disabilities Policies and Programs Cluster

Massachusetts Commission for the Deaf and Hard of Hearing (MCDHH)

The Department of Developmental Services (DDS)

The Massachusetts Commission for the Blind (MCB)

The Massachusetts Rehabilitation Commission (MRC)

### Wellness and Health Care

The Department of Public Health (DPH)

The Department of Mental Health (DMH)

Office of Medicaid (MassHealth)

Workforce Analysis and Highlights for the Fourth Quarter of Fiscal Year 2014

Compared to the Fourth Quarter of Fiscal Year 2013

Name	EOHHS Employment Fiscal Year 2014	EOHHS Employment Fiscal Year 2013	2000 Census Workforce Availability Benchmark
Total Employee Count	22,333	22,137	
Minorities	7,173 (34.1%)	7,346 (33.18%)	20.7%
Female	15,156 (67.86%)	14,916 (67.38%)	48.8%
Vietnam Era Veterans	117 (0.52%)	117 (0.53%)	3.5%
Persons with a Disability	668 (2.99%)	671 (3.03%)	12%

At the close of fiscal year 2014, EOHHS employed 22,333 employees, an increase of 196 employees from fiscal year end 2013. EOHHS continues to exceed the benchmark for minority employees reaching 34.1% at the end of fiscal year 2014. The female workforce representation increased from 67.38% at the end of fiscal year 2013 to 67.86% in fiscal year 2014, dramatically exceeding the new benchmark percentage of 48.8%. The Vietnam Era Veteran (VEV) employee population remained level at 117 employees, and the employees with a disability population decreased in fiscal year end 2014 - from 3.03% in fiscal year end 2013 to 2.99% in 2014.

Promotions in Fiscal Year 2014

Two Hundred and seventy-two employees were promoted during fiscal year 2014. Thirty-nine percent were minorities, 57% were females and less than 1% percent were employees with a disability. There will be ongoing efforts to encourage the professional growth and promotion of qualified employees with a disability and to

promote self-identification as a person with a disability.

Terminations in Fiscal Year 2014

Of the 516 terminations, 461 or 89% were voluntary. The demographic breakdown of voluntary terminations included 27.1% minorities, 64.2% females and 4.1% employees with a disability. Of the employee population involuntarily terminated, 32.7% were minorities, 49.1% females and one (1.8%) employee with a disability.

Secretariat and Agencies Affirmative Action Highlights

EOHHS has engaged in several activities over the past fiscal year that were designed to recruit, retain and professionally develop employees.

1. The Office of Diversity, Equal Opportunity and Civil Rights (“ODEC”) is engaged in activities designed to improve the workforce representation of veterans. In spring 2014, ODEC collaborated with the Department of Veteran Services to sponsor a panel discussion entitled: Hire Heroes: The Value of Military Service and Understanding the Military Resume. The discussion was offered in Westborough and Boston, providing human resources staff and managers with an overview of the military, information on military experience and how military experience is translated into civilian work experience. Also, in January 2014, ODEC worked with other state agencies and the Office of Diversity and Equal Opportunity to launch the Commonwealth’s first Veterans Career Fair. All secretariat agencies participated in the career fair. In November 2014, ODEC in collaboration with the Department of Veteran Services and the Office of Diversity and Equal Opportunity plans on presenting another panel discussion entitled: Understanding and Supporting Our Veteran Employees and Other Employees Who have Post Traumatic Stress Disorder and Traumatic Brain Injury.

2. ODEC continues to enhance its recruitment efforts to increase the number of employees with a disability. Examples include partnering with sister agencies, Massachusetts Rehabilitation Commission (MRC) and Massachusetts Commission for the Deaf and Hard of Hearing (MCDHH) on applicant referrals for open positions. Further, in addition to posting positions on the Commonwealth’s Employment Opportunities (“CEO”) website, selected positions were advertised via Twitter, Linked-In and Facebook. In the second quarter of fiscal year 2014, ODEC provided the Office of Recruitment with contact information on more than 100 disability and



veterans advocacy organizations with whom they advertised available positions. This list was later updated to include an expanded list of disability and veteran resource organizations, as well as community organizations, and women advocacy groups. Further, ODEC, through the EHS Diversity Officer, works closely with several community-based organizations that serve linguistic minority populations. Job posting information is shared with these organizations and they are encouraged to invite their clients to apply for open positions.

3. EOHHS continues to offer the MasSP programs (mentoring, aspiring supervisor and succession planning programs). Overall, 464 employees participated in MasSP programs. Participant demographic breakdown consisted of 34% minority employees and 73% females. In addition, 3 veterans including a Vietnam era Veteran and one employee who self-identified as a person with a disability took advantage of the programs.

4. The Office of Recruitment in partnership with ODEC represented the Secretariat at several job fairs including the disABled Career Expo and the Urban League's Annual Minority Job Fair.

5. The Office of Medicaid's diversity officer worked with the director and the executive team to establish the agency's first diversity council, which launched in April. The Council later created a Hiring and Retention Committee aimed at assisting the agency in finding ways to increase the hiring of veterans and persons with a disability. The Council, which consists of representation from all levels of the Office of Medicaid's workforce, will partner with the agency's diversity officer to develop and implement diversity initiatives.

6. The Soldiers' Home in Chelsea (CHE) did not have many promotional opportunities in fiscal year 2014; however, the agency entered into an agreement with the AFSCME Local 888 and upgraded all dietary Facility Service Worker I positions to Facility Service Worker II (approximately 36 employees). The majority of these employees were minorities and women. This upgrade was in recognition of their job responsibilities, and will allow for further skill building and career advancement. Additionally, two employees participated in the MasSP program and three employees were reclassified, again in recognition of their expanded job responsibilities.

7. The Department of Developmental Services' (DDS) efforts to improve its employees with a disability benchmark was reflected in the increase in the number of managers who self-identified in fiscal year 2014 – 12 managers (4.8%), compared to ten managers (4.1%) in fiscal year 2013.

8. The Department of Transitional Assistance (DTA) made gains during fiscal year 2014 in its minority employee representation. The agency successfully increased the percentage of persons of color in M-VII level positions and above by 7.6%. This increase was based in part on the agency's concerted effort to promote workforce diversity. DTA continues to make diversity within its Administrators and Officials job category a priority. During the fourth quarter of fiscal year 2014, the agency identified 4 internal candidates for promotional opportunities at the M-VI level.

9. The Department of Veteran Services' (DVS) employee population remains above parity in the minority, Vietnam Era Veterans and employees with disabilities categories. It stands out as an agency whose Vietnam era Veteran employee population is significantly above parity at 22.45% and whose employees with a disability population is at an impressive 16.33%. The agency remains below parity in the female employees category, although with the hiring of two female managers the numbers are improving, albeit gradually.

10. Last fall, the Department of Public Health's (DPH) senior management team met to discuss the importance of promoting diverse managers and encouraging hiring managers to be mindful of the agency's affirmative action and diversity programs. As a result of their efforts, an African-American employee was promoted to Director of Gaming Public Health Trust, an M-VII level position, and a Hispanic employee was promoted to the Director of Prevention for BSAS, an M-VI level position.

11. The Department of Youth Services promoted 32 employees during fiscal year 2014. Of those promoted, 25% percent were minorities, and more than 34% were females. The agency hired 77 new employees with more than 44% minorities, 15% females and slightly more than 1%, Vietnam era Veterans.

12. Elder Affairs had nine new hires over the course of the past fiscal year. Of

the hires, 44% were female, 22% were minorities and 11% were persons with a disability. Considering the total Elder Affairs workforce of 58 employees, the numbers represented a significant equal employment opportunity gain.

13. The Soldiers' Home in Holyoke (HLY) continues to offer a variety of no cost continuing education opportunities for all employees including CPR and Culture Change, as well as training required for certified nursing assistants to maintain their certificate. All agency employees have participated in a Cultural Diversity class and the agency is fully compliant in mandatory diversity trainings, which is a critical component of the agency's orientation program, and is highlighted in the yearly mandatory Education Fair. Further, employees are required to take a quiz after the diversity training in order to demonstrate their learning. The ultimate goal of the agency is to maintain a well-informed, well-trained workforce.

14. In fiscal year 2014, the Office for Refugees and Immigrants (ORI) continued to develop and implement recommendations pursuant to Governor Patrick's Executive Order No. 503, calling for the Governor's Advisory Council on Refugees and Immigrants (GACRI) to develop recommendations to improve integrating refugees and immigrants into the economy. In May 2014, ORI, EOHHS and the Office of Access and Opportunities met with stakeholders to create a comprehensive policy on ways to address barriers immigrant and refugee healthcare professionals face across the Commonwealth. The task force plans to deliver a report to the Governor with recommendations on how to streamline the re-licensing process for refugee and immigrant professionals to work in Massachusetts. In addition, ORI expanded its refugee employment programs, becoming the third state in the nation with the highest percentage of employed refugees. Approximately 85% of recently arrived refugees who joined ORI's employment programs secured a job within the first four months of enrollment.

15. The Massachusetts Commission for the Deaf and Hard of Hearing (MCDHH) has a high retention percentage rate with more than 80% of employees with seven or more years of service. Recruitment efforts to reach members of the deaf and hard of hearing and minority communities have included advertising on the Commonwealth's Employment Opportunities website and in community newspapers. Job announcements are also forwarded via an electronic distribution list to a network of community based individuals, organizations, service providers, and college/university training programs. The agency also participates in several

community events and job fairs to advertise available positions and attract future prospects.

16. The Department of Children and Family (DCF) launched several programs in fiscal year 2014 including the first annual Diversity Forum and the first annual Fatherhood Summit. In addition, the agency developed a Lesbian Gay Bisexual Transgender and Queer (LGBTQ) Toolkit for social workers to aid in ensuring the provision of culturally competent services to the agency's consumers. The agency also offered various trainings to employees covering subjects such as cultural competency, Indian Child Welfare, and immigrants and refugees. Further, the agency provided slots to the Undoing Racism conference and developed a Cultural Connections Booklet-a guide for foster parents on skin and hair care for children of color. DCF has an active Diversity Leadership Workgroup (DLW) with representation from senior staff, employee resource groups, field managers and staff, community partners and youth members. The DLW supports area office Diversity Leadership Teams (DLT).

17. The Department of Mental Health (DMH) launched a statewide LGBTQ initiative that encompasses a review of the agency's policies and programs. The objective is to ensure cultural competency in the delivery of services. The initiative will also include comprehensive and customized training of all Department of Mental Health staff.

18. The Massachusetts Commission for the Blind's (MCB) diversity committee began benchmarking its progress and invited the Department of Mental Health's diversity officer to attend a meeting and share best practices. In the past year, the committee planned and executed an agency-wide multicultural fashion show that was held in September of 2013. The show brought together agency staff and secretariat level staff including sister agencies' diversity officers. During the second fiscal quarter, the committee held a successful multicultural potluck celebration in honor of the holiday season with approximately 40 attendees including members of the executive team. In addition, eight committee members volunteered at Community Servings in Jamaica Plain. During the third fiscal quarter, diversity committee members volunteered at the general store at the New England Center for Homeless Veterans (NECHV) and during the fourth fiscal quarter, members volunteered with NECHV by providing lunch meal services to homeless veterans. During June 2014, the Diversity Committee hosted a LGBTQ forum that was open to

all agencies. The goal of the forum was to learn about the issues and topics related to the LGBTQ community. The agency also received a grant from the University of Massachusetts at Boston for a consumer mentoring program that will be implemented statewide within the next year. This program will be a valuable way to connect consumers with working professionals across diverse populations in support of the consumers' vocational goals. Lastly, the agency sponsored a booth at the Abilities Expo to showcase assistive technology. This event was a valuable outreach initiative that engaged potential employer partners and continued the agency's visibility efforts within the community.

19. The Massachusetts Rehabilitation Commission (MRC) made gains through the promotion of minorities, females and persons with a disability. In the first quarter of the fiscal year, six employees including one White female, one Black female and a Hispanic male and female employee were promoted. One of the individuals promoted also self-identified as a person with a disability. In the second quarter of the fiscal year, there were eight promotions, of which six were female employees and two were employees with a disability. The agency promoted 39 employees in the third quarter, including 22 females, six Black females, three Hispanic females and one Asian male. Two of the promoted White females self-identified as having one or more disabilities. Lastly, in the fourth quarter, there were six promotions including two White females and one Asian female.

### Moving Forward

The foregoing represents a selection of the Executive Office of Health and Human Services' efforts to ensure equal employment opportunities for its employees. Secretary John Polanowicz and all agency commissioners are committed to equal employment opportunities for all employees. With their full support, the Office of Diversity, Equal Opportunity and Civil Rights will continue to work with senior management to develop and execute programs that are designed to assist in ensuring a diverse and inclusive work force where all persons are provided with an equal opportunity in hiring, promotion and professional advancement. Further, the Secretariat will remain actively involved in promoting the Governor's Model Employer initiative, and Strategic Plan to Hire and Retain Veterans in order to enhance its efforts of expanding opportunities for veterans and persons with a disability.

Please direct any questions about this report to Sonia Bryan, EOHHS Secretariat Director of Diversity, Equal Opportunity and Civil Rights.

45 – Health & Human Services – Secretariat Workforce Summary by Department for Males and Females

Report run for Pay Period Ending 6/28/2014

Department	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
COMMISSION FOR THE DEAF & HARD OF HEARING	53	7	13.2	6	11.3	0	0	1	1.9	0	0	0	0	0	0	46	86.8	41	77.4	4	7.5	0	0	0	0	1	1.9	0	0	6	11.3
DEPARTMENT OF ELDER AFFAIRS	58	14	24.1	13	22.4	1	1.7	0	0	0	0	0	0	0	0	44	75.9	33	56.9	5	8.6	3	5.2	3	5.2	0	0	0	0	12	20.7
DEPARTMENT OF MENTAL HEALTH	3268	1337	40.9	843	25.8	374	11.4	75	2.3	37	1.1	4	0.1	1	0	1931	59.1	1424	43.6	373	11.4	75	2.3	47	1.4	5	0.2	2	0.1	998	30.5
DEPARTMENT OF MENTAL RETARDATION	6609	2126	32.2	1154	17.5	844	12.8	96	1.5	27	0.4	3	0	0	0	4483	67.8	2986	45.2	1279	19.4	166	2.5	44	0.7	5	0.1	2	0	2467	37.3
DEPARTMENT OF PUBLIC HEALTH	3177	971	30.6	685	21.6	176	5.5	52	1.6	56	1.8	1	0	1	0	2204	69.4	1441	45.4	490	15.4	106	3.3	155	4.9	5	0.2	0	0	1048	33
DEPARTMENT OF VETERANS SERVICE	49	28	57.1	25	51	2	4.1	1	2	0	0	0	0	0	0	21	42.9	13	26.5	4	8.2	2	4.1	2	4.1	0	0	0	0	11	22.4
DEPARTMENT OF YOUTH SERVICES	863	621	72	353	40.9	173	20	83	9.6	7	0.8	3	0.3	1	0.1	242	28	160	18.5	51	5.9	28	3.2	1	0.1	1	0.1	0	0	349	40.4
DEPT OF CHILDRENT & FAMILIES	3364	666	19.8	466	13.9	107	3.2	71	2.1	20	0.6	2	0.1	0	0	2698	80.2	1829	54.4	414	12.3	389	11.6	52	1.5	11	0.3	1	0	1068	31.7
DEPT OF TRANSITIONAL ASSISTANCE	1555	348	22.4	227	14.6	39	2.5	48	3.1	33	2.1	1	0.1	0	0	1205	77.5	677	43.5	252	16.2	225	14.5	50	3.2	1	0.1	0	0	650	41.8
EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES	1597	576	36.1	416	26	79	4.9	17	1.1	61	3.8	0	0	1	0.1	1021	63.9	695	43.5	170	10.6	82	5.1	64	4	2	0.1	2	0.1	483	30.2
MASS COMMISSION FOR THE BLIND	161	50	31.1	36	22.4	7	4.3	5	3.1	2	1.2	0	0	0	0	111	68.9	89	55.3	12	7.5	6	3.7	4	2.5	0	0	0	0	36	22.4
MASS REHABILITATION COMMISSION	836	213	25.5	163	19.5	21	2.5	24	2.9	5	0.6	0	0	0	0	623	74.5	446	53.3	86	10.3	63	7.5	25	3	1	0.1	1	0.1	226	27
OFFICE FOR REFUGEES AND IMMIGRATION	20	4	20	2	10	0	0	1	5	1	5	0	0	0	0	16	80	8	40	4	20	2	10	1	5	0	0	0	0	10	50
SOLDIERS' HOME IN HOLYOKE	353	79	22.4	59	16.7	9	2.5	10	2.8	1	0.3	0	0	0	0	274	77.6	195	55.2	26	7.4	47	13.3	6	1.7	0	0	0	0	99	28
SOLDIERS' HOME IN MA	369	133	36	84	22.8	15	4.1	29	7.9	5	1.4	0	0	0	0	236	64	131	35.5	59	16	39	10.6	7	1.9	0	0	0	0	154	41.7
TOTALS	22332	7173	32.1	4532	20.3	1847	8.3	513	2.3	255	1.1	14	0.1	4	0	15155	67.9	10168	45.5	3229	14.5	1233	5.5	461	2.1	32	0.1	8	0	7617	34.1

45 – Health & Human Services – Secretariat Workforce Summary Report for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	1583	615	38.9	501	31.6	73	4.6	23	1.5	15	0.9	1	0.1	1	0.1	967	61.1	793	50.1	113	7.1	36	2.3	23	1.5	0	0	0	0	287	18.1
Professionals	10921	2935	26.9	2160	19.8	403	3.7	206	1.9	158	1.4	5	0	2	0	7983	73.1	5724	52.4	1168	10.7	724	6.6	322	2.9	22	0.2	7	0.1	3026	27.7
Technicians	1248	284	22.8	187	15	63	5	22	1.8	12	1	0	0	0	0	964	77.2	693	55.5	189	15.1	64	5.1	14	1.1	2	0.2	0	0	368	29.5
Protective Service: Sworn	185	154	83.2	114	61.6	28	15.1	9	4.9	3	1.6	0	0	0	0	31	16.8	22	11.9	7	3.8	2	1.1	0	0	0	0	0	0	49	26.5
Protective Service: Non-Sworn	5990	2316	38.7	955	15.9	1142	19.1	167	2.8	42	0.7	5	0.1	1	0	3674	61.3	1905	31.8	1471	24.6	239	4	55	0.9	3	0.1	1	0	3128	52.2
Office/Clerical	1390	142	10.2	97	7	26	1.9	11	0.8	6	0.4	0	0	0	0	1248	89.8	840	60.4	236	17	133	9.6	31	2.2	5	0.4	0	0	453	32.6
Skilled Craft	344	313	91	260	75.6	26	7.6	17	4.9	8	2.3	2	0.6	0		31	9	20	5.8	7	2	3	0.9	1	0.3	0	0	0	0	64	18.6
Service Maintenance	631	407	64.5	253	40.1	84	13.3	58	9.2	11	1.7	1	0.2	0	0	224	35.5	145	23	32	5.1	32	5.1	14	2.2	0	0	0	0	233	36.9
No EEO-4 Reporting	40	7	17.5	5	12.5	2	5	0	0	0	0	0	0	0	0	33	82.5	26	65	6	15	0	0	1	2.5	0	0	0	0	9	22.5
TOTALS:	22332	7173	32.1	4532	20.3	1847	8.3	513	2.3	255	1.1	14	0.1	4	0	15155	67.9	10168	45.5	3229	14.5	1233	5.5	461	2.1	32	0.1	8	0	7617	34.1

45 – Health & Human Services – Secretariat New Hires Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	58	26	44.8	23	39.7	2	3.4	0	0	1	1.7	0	0	0	0	31	53.4	25	43.1	6	10.3	0	0	0	0	0	0	0	0	9	15.5
Professionals	446	128	28.7	89	20	16	3.6	14	3.1	8	1.8	0	0	1	0.2	314	70.4	204	45.7	51	11.4	47	10.5	12	2.7	0	0	0	0	150	33.6
Technicians	18	3	16.7	3	16.7	0	0	0	0	0	0	0	0	0	0	15	83.3	10	55.6	4	22.2	0	0	0	0	0	0	0	0	5	27.8
Protective Service: Sworn	7	7	100	4	57.1	2	28.6	1	14.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	42.9
Protective Service: Non-Sworn	173	69	39.9	25	14.5	34	19.7	5	2.9	4	2.3	0	0	0	0	104	60.1	51	29.5	43	24.9	9	5.2	1	0.6	0	0	0	0	97	56.1
Office/Clerical	50	6	12	3	6	3	6	0	0	0	0	0	0	0	0	44	88	30	60	6	12	8	16	0	0	0	0	0	0	17	34
Skilled Craft	14	13	92.9	12	85.7	0	0	1	7.1	0	0	0	0	0	0	1	7.1	0	0	0	0	1	7.1	0	0	0	0	0	0	2	14.3
Service Maintenance	43	29	67.4	21	48.8	6	14	1	2.3	1	2.3	0	0	0	0	14	32.6	12	27.9	0	0	1	2.3	1	2.3	0	0	0	0	10	23.3
No EEO-4 Reporting	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	100	2	100	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS:	811	281	34.6	180	22.2	63	7.8	22	2.7	14	1.7	0	0	1	0.1	525	64.7	334	41.2	110	13.6	66	8.1	14	1.7	0	0	0	0	293	36.1

# 45 – Health & Human Services – Secretariat Terminations Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

## Voluntary Terminations

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	53	24	45.3	22	41.5	2	3.8	0	0	0	0	0	0	0	0	29	54.7	26	49.1	2	3.8	0	0	1	1.9	0	0	0	0	5	9.4
Professionals	240	70	29.2	59	24.6	1	0.4	5	2.1	5	2.1	0	0	0	0	170	70.8	128	53.3	19	7.9	18	7.5	5	2.1	0	0	0	0	53	22.1
Technicians	29	6	20.7	4	13.8	1	3.4	1	3.4	0	0	0	0	0	0	23	79.3	19	65.5	3	10.3	1	3.4	0	0	0	0	0	6	20.7	
Protective Service: Sworn	2	2	100	2	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Protective Service: Non-Sworn	106	48	45.3	23	21.7	20	18.9	3	2.8	2	1.9	0	0	0	0	57	53.8	31	29.2	22	20.8	3	2.8	1	0.9	0	0	0	0	52	49.1
Office/Clerical	17	3	17.6	2	11.8	1	5.9	0	0	0	0	0	0	0	0	14	82.4	13	76.5	0	0	1	5.9	0	0	0	0	0	2	11.8	
Skilled Craft	6	4	66.7	4	66.7	0	0	0	0	0	0	0	0	0	0	2	33.3	1	16.7	0	0	1	16.7	0	0	0	0	0	1	16.7	
Service Maintenance	16	10	62.5	8	50	0	0	2	12.5	0	0	0	0	0	0	6	37.5	2	12.5	0	0	3	18.8	1	6.3	0	0	0	0	6	37.5
TOTALS:	469	167	35.6	124	26.4	25	5.3	11	2.3	7	1.5	0	0	0	0	301	64.2	220	46.9	46	9.8	27	5.8	8	1.7	0	0	0	0	125	26.7

## Involuntary Terminations

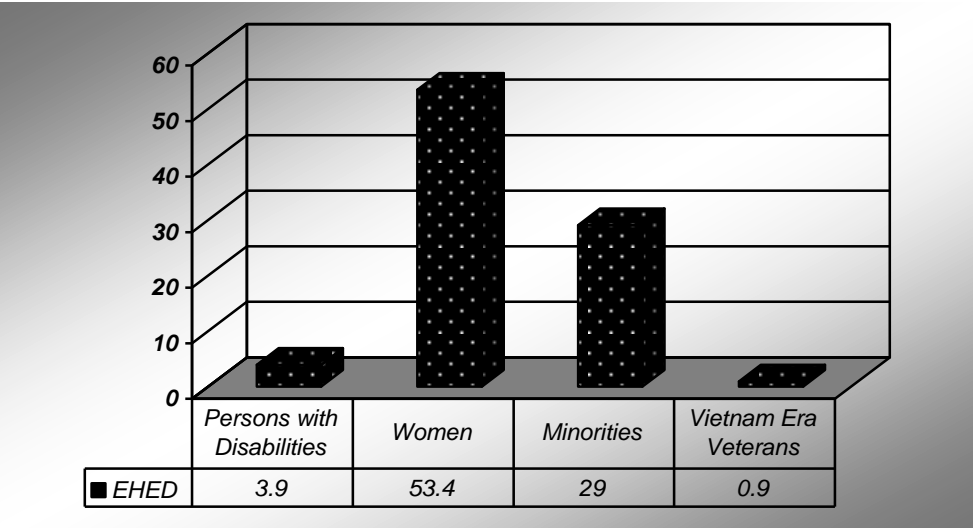
EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	4	2	50	2	50	0	0	0	0	0	0	0	0	0	0	2	50	2	50	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	12	8	66.7	8	66.7	0	0	0	0	0	0	0	0	0	0	4	33.3	3	25	1	8.3	0	0	0	0	0	0	0	0	1	8.3
Technicians	3	2	66.7	2	66.7	0	0	0	0	0	0	0	0	0	0	1	33.3	0	0	1	33.3	0	0	0	0	0	0	0	0	1	33.3
Protective Service: Sworn	1	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Service: Non-Sworn	28	12	42.9	6	21.4	5	17.9	1	3.6	0	0	0	0	0		16	57.1	9	32.1	6	21.4	1	3.6	0	0	0	0	0	0	13	46.4
Office/Clerical	4	1	25	1	25	0	0	0	0	0	0	0	0	0	0	3	75	1	25	2	50	0	0	0	0	0	0	0	0	2	50
Service Maintenance	2	1	50	0	0	0	0	1	50	0	0	0	0	0	0	1	50	1	50	0	0	0	0	0	0	0	0	0	0	1	50
TOTALS:	54	27	50	20	37	5	9.3	2	3.7	0	0	0	0	0	0	27	50	16	29.6	10	18.5	1	1.9	0	0	0	0	0	0	18	33.3

# Executive Office of Housing and Economic Development

## Secretary Gregory Bialecki

### Demographics for Fiscal Year 2014

As of June 28, 2014



**Introduction:**

The mission of the Executive Office of Housing and Economic Development (EOHED) is the creation of homes and jobs in the Commonwealth. We accomplish this by aligning the state’s housing and economic development agencies to better coordinate policies and programs that ensure that Massachusetts will maintain its global competitive edge. We work to keep our economic position strong by attracting new businesses, retaining existing businesses, and increasing our housing stock so that Massachusetts remains an affordable place to live. To achieve our goals, government works in partnership with the private sector and citizens to create the conditions for optimal economic growth.

Overview of Secretariat and Agency Relationships:

The following agencies make up the Secretariat (HED).

The Department of Housing and Community Development’s (DHCD) mission is to strengthen cities, towns and neighborhoods to enhance the quality of life of Massachusetts residents. DHCD provides leadership, professional assistance and financial resources to promote safe, decent affordable housing opportunities, economic vitality of communities and sound municipal management.

The Massachusetts Marketing Partnership (MMP) oversees marketing Massachusetts domestically and internationally to businesses, entrepreneurs, tourists, and students. MMP is made up of the Massachusetts Office of Travel and Tourism, the Massachusetts Office of International Trade and Investment, and the Commonwealth Marketing Office. The Massachusetts Office of Business Development (MOBD) is committed to helping companies create and retain jobs as well as promote private investment in Massachusetts. MOBD facilitates simplified, timely access to a host of governmental and non-governmental resources and incentive programs that will help businesses grow faster and stronger in Massachusetts.

The Office of Consumer Affairs and Business Regulation (OCABR), and its five

agencies, has two goals: to protect and empower consumers through advocacy and education, and to ensure a fair playing field for all Massachusetts businesses. The five agencies within OCABR are: Department of Telecommunications and Cable, Division of Banks, Division of Insurance, Division of Professional Licensure, and the Division of Standards.

**Broad Comparison of the Workforce:**

Current Fiscal Year FY14	Past Fiscal Year FY13
Total employees 868	Total employees 836
Females 51.4%	Females 52.8%
Minorities 27.6%	Minorities 27.4%
VEVs 0.9%	VEVs 1.2%
Disabilities 3.9%	Disabilities 4.1%

**Highlights:**

Retention: HED agencies offer a variety of program/policies to encourage staff retention, including telecommuting, flexible schedules, and training opportunities.

Promotion: HED agencies encourage employees to apply to open positions. HED employees are informed of all job opportunities within the Secretariat on a weekly basis.

Hiring: Open positions are posted on the CEO website. HED strives to ensure all applicant pools and hiring panels are diverse.

**Secretariat Moving Forward:**

HED remains committed to affirmative action and diversity within the workforce. This includes continuing to expand recruitment efforts to increase persons with disabilities within the workforce and to continue to actively promote the semi-annual self-identification campaigns. During the past ten fiscal years, HED has exceeded the statewide benchmark for females and minorities in the workforce- which HED intends to continue in upcoming years.



92 – EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT – Secretariat Workforce Summary by Department for Males and Females

Report run for Pay Period Ending 6/28/2014

Department	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
DEPARTMENT OF BUSINESS AND TECH	22	12	54.5	8	36.4	4	18.2	0	0	0	0	0	0	0	0	10	45.5	8	36.4	1	4.5	0	0	1	4.5	0	0	0	0	6	27.3
DEPT OF HOUSING AND COMMUNITY	291	111	38.1	80	27.5	13	4.5	8	2.7	8	2.7	2	0.7	0	0	180	61.9	104	35.7	39	13.4	26	8.9	8	2.7	2	0.7	0	0	107	36.8
DEPT OF TELECOMM & CABLE	21	8	38.1	5	23.8	1	4.8	0	0	2	9.5	0	0	0	0	13	61.9	8	38.1	4	19	1	4.8	0	0	0	0	0	8	38.1	
DIVISION OF BANKS	159	90	56.6	74	46.5	11	6.9	2	1.3	2	1.3	0	0	0	0	69	43.4	48	30.2	9	5.7	5	3.1	6	3.8	1	0.6	0	0	37	23.3
DIVISION OF INSURANCE	129	73	56.6	64	49.6	5	3.9	0	0	3	2.3	0	0	1	0.8	56	43.4	31	24	12	9.3	2	1.6	9	7	1	0.8	1	0.8	32	24.8
DIVISION OF PROFESSIONAL LICENSURE	123	43	35	40	32.5	0	0	1	0.8	1	0.8	0	0	1	0.8	80	65	49	39.8	15	12.2	9	7.3	5	4.1	0	0	1	0.8	32	26
DIVISION OF STANDARDS	20	15	75	14	70	0	0	0	0	1	5	0	0	0	0	5	25	3	15	1	5	0	0	1	5	0	0	0	3	15	
EXECUTIVE OFFICE OF ECONOMIC DEV	50	34	68	27	54	1	2	1	2	5	10	0	0	0	0	16	32	13	26	2	4	0	0	1	2	0	0	0	10	20	
Massachusetts Marketing Partnership	22	11	50	9	40.9	2	9.1	0	0	0	0	0	0	0	0	11	50	7	31.8	4	18.2	0	0	0	0	0	0	0	6	27.3	
OFFICE OF CONSUMER AFFAIRS AND	24	4	16.7	4	16.7	0	0	0	0	0	0	0	0	0	0	20	83.3	11	45.8	4	16.7	2	8.3	3	12.5	0	0	0	0	9	37.5
TOTALS	861	401	46.6	325	37.7	37	4.3	12	1.4	22	2.6	2	0.2	2	0.2	460	53.4	282	32.8	91	10.6	45	5.2	34	3.9	4	0.5	2	0.2	250	29

92 – EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT – Secretariat Workforce Summary Report for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	249	130	52.2	107	43	14	5.6	1	0.4	5	2	1	0.4	2	0.8	119	47.8	85	34.1	20	8	3	1.2	9	3.6	1	0.4	0	0	55	22.1
Professionals	488	251	51.4	207	42.4	22	4.5	6	1.2	14	2.9	1	0.2	0	0	237	48.6	158	32.4	37	7.6	18	3.7	20	4.1	1	0.2	2	0.4	121	24.8
Technicians	46	6	13	2	4.3	0	0	3	6.5	1	2.2	0	0	0	0	40	87	14	30.4	9	19.6	16	34.8	1	2.2	0	0	0	0	30	65.2
Office/Clerical	78	14	17.9	9	11.5	1	1.3	2	2.6	2	2.6	0	0	0	0	64	82.1	25	32.1	25	32.1	8	10.3	4	5.1	2	2.6	0	0	44	56.4
TOTALS:	861	401	46.6	325	37.7	37	4.6	12	1.4	22	2.6	2	0.2	2	0.2	460	53.4	282	32.8	91	10.6	45	5.2	34	3.9	4	0.5	2	0.2	250	29

92 – EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT – Secretariat New Hires Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	9	7	77.8	7	77.8	0	0	0	0	0	0	0	0	0	0	2	22.2	1	11.1	0	0	0	0	1	11.1	0	0	0	0	1	11.1
Professionals	20	10	50	7	35	0	0	1	5	2	10	0	0	0	0	10	50	8	40	0	0	0	0	1	5	1	5	0	0	5	25
Technicians	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	100	1	50	0	0	1	50	0	0	0	0	0	0	1	50
Office/Clerical	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	13	100	3	23.1	6	46.2	3	23.1	1	7.7	0	0	0	0	10	76.9
TOTALS:	44	17	38.6	14	31.8	0	0	1	2.3	2	4.5	0	0	0	0	27	61.4	13	29.5	6	13.6	4	9.1	3	6.8	1	2.3	0	0	17	38.6

92 – EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT – Secretariat Terminations Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

Voluntary Terminations

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	11	6	54.5	3	27.3	1	9.1	1	9.1	1	9.1	0	0	0	0	5	45.5	5	45.5	0	0	0	0	0	0	0	0	0	0	3	27.3
Professionals	13	10	76.9	7	53.8	1	7.7	1	7.7	1	7.7	0	0	0	0	3	23.1	2	15.4	0	0	0	0	0	0	0	0	0	0	4	30.8
Technicians	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	100	1	33.3	1	33.3	1	33.3	0	0	0	0	0	0	2	66.7
TOTALS:	27	16	59.3	10	37	2	7.4	2	7.4	2	7.4	0	0	0	0	11	40.7	8	29.6	1	3.7	1	3.7	0	0	0	0	0	0	9	33.3

Involuntary Terminations

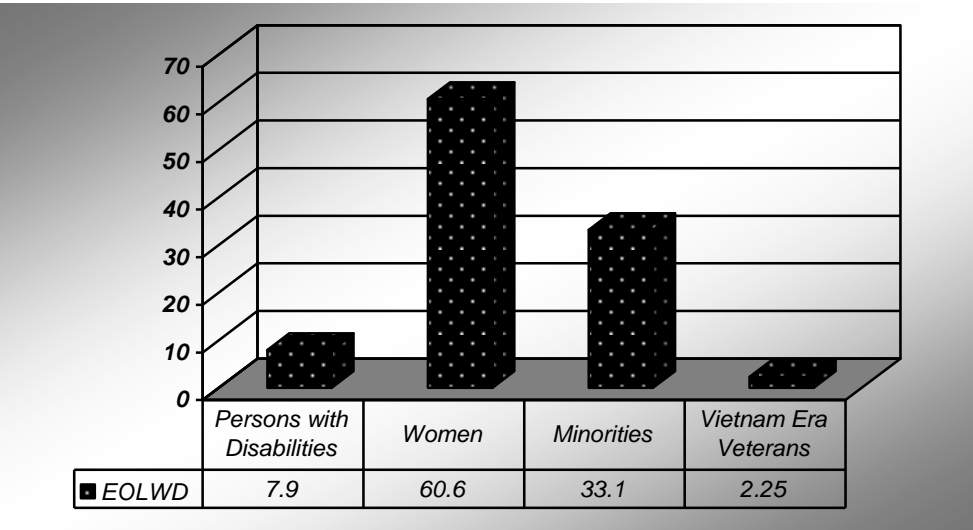
EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	0	0	1	100	0	0	0	0	0	0	0	0	1	100
TOTALS:	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	0	0	1	100	0	0	0	0	0	0	0	0	1	100

# Executive Office of Labor and Workforce Development

Secretary Rachel Kaprielian

Demographics for Fiscal Year 2014

As of June 28, 2014



INTRODUCTION

We strive to develop an inclusive environment that capitalizes on each individual’s talents, skills, and perspectives in order to increase organizational productivity and effectiveness while valuing the differences among the Commonwealth’s employees and all those with whom it does business.

Overview

The Executive Office of Labor and Workforce Development recognize the importance of non-discrimination, diversity, and equal opportunity in all aspects of State Government employment, business, programs, activities and services. We are committed to creating a culture of inclusion that values and promotes non-discrimination, equal opportunity and diversity.

Workforce Comparison

The Executive Office of Labor and Workforce Development employed, for fiscal year 2014, 1556 individuals, with 60.7% female, 33.1% minority, 2.2% certified Vietnam Era Veterans and 7.9% persons with disabilities. For fiscal year 2013 EOLWD employed 1506 individuals, with 60.7% female, 32.3% minority, 2.3% certified Vietnam Era Veterans and 7.8% persons with disabilities.

There was a 50 staff increase in our total workforce, 1506 in FY’13 compared to 1556 in FY’14. This represents no percentage (%) change for female representation, .08% decrease for minority representation, an increase of .01% for persons with disabilities and a .01% decrease for VEV representation.

Females represent a 30 staff increase, minorities represent 29 staff increase, persons with disability represent 6 staff increase and VEV staff numbers remained the same, at 35 VEV staff for fiscal year 2014.

The percentages, fiscal year 2014, when compared to the workforce availability statistics for women and minorities, taken from the 2010 United States Census, demonstrates the overall successes of the Executive Office of Labor and Workforce Development’s Affirmative Action policies. The Workforce availability statistics for Women is 48.8%, 20.7% for Minorities, 5.0% for Vietnam Era Veterans, and 12.0% for Persons with Disability.

An overview of the secretariat workforce highlights an effort to meet and excess established Diversity and Affirmative Action workforce goals in all areas of recruitment, new hiring, retention and terminations. We provide diversity training, new hire orientation, and voluntary exit interviews to all staff. With an increased recruitment focus within our senior management levels, M-V and above.

The total number of managers is 204; of that number 48 are minority managers (23.5%). Of the 48 minority managers, 28 managers are above the M-V management level. The chart below illustrates the number of minority managers who are M-V and above.

Management Level M-V to M-12

	# of Minorities	Minority Percentage
Manager Level M-5	7	31.8%
Manager Level M-6	9	23.7%
Manager Level M-7	4	20.0%
Manager Level M-8	1	9.1%
Manager Level M-9	5	20.0%
Manager Level M-10	2	13.3%
Manager Level M-11	N/A	
Manager Level M-12	N/A	

The Secretariat continues to demonstrate a strong commitment to organizational diversity and inclusion. We continue to target management level positions (M-5 and above) for increased recruitment efforts by targeting various diverse communities and organizations, attending diversity, minority, veteran and

persons with disability career fairs, diversity networking events and state-wide diversity conferences. Additionally, we continue to collaborate with vocational rehabilitation counselors and job developers from the Massachusetts Division of Career Services, the Massachusetts Commission for the Blind and the Massachusetts Rehabilitation Commission, veteran affairs and other diverse groups and organizations.

If you have, any questions regarding the enclosed material do not hesitate to call me at 617/626-5111.

93 – EXEC OFFICE OF LABOR & WORKFORCE DEV – Secretariat Workforce Summary by Department for Males and Females

Report run for Pay Period Ending 6/28/2014

Department	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Department of Labor & Workforce Deve	1556	612	39.3	425	27.3	91	5.8	39	2.5	46	3	3	0.2	8	0.5	943	60.6	602	38.7	169	10.9	100	6.4	62	4	4	0.3	6	0.4	515	33.1
TOTALS:	1556	612	39.3	425	27.3	91	5.8	39	2.5	46	3	3	0.2	8	0.5	943	60.6	602	38.7	169	10.9	100	6.4	62	4	4	0.3	6	0.4	515	33.1

93 – EXEC OFFICE OF LABOR & WORKFORCE DEV – Secretariat Workforce Summary Report for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	204	100	49	77	37.7	12	5.9	3	1.5	5	2.5	1	0.5	2	1	104	51	77	37.7	17	8.3	7	3.4	2	1	1	0.5	0	0	48	23.5
Professionals	1138	450	39.5	307	27	64	5.6	32	2.8	40	3.5	2	0.2	5	0.4	687	60.4	433	38	112	9.8	83	7.3	53	4.7	2	0.2	4	0.4	389	34.2
Technicians	36	27	75	20	55.6	5	13.9	1	2.8	1	2.8	0	0	0	0	9	25	6	16.7	1	2.8	1	2.8	1	2.8	0	0	0	10	27.8	
Office/Clerical	173	30	17.3	16	9.2	10	5.8	3	1.7	0	0	0	0	1	0.6	143	82.7	86	49.7	39	22.5	9	5.2	6	3.5	1	0.6	2	1.2	68	39.3
Skilled Craft	3	3	100	3	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Service Maintenance	2	2	100	2	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTALS:	1556	612	39.3	425	27.3	91	5.8	39	2.5	46	3	3	0.2	8	0.5	943	60.6	602	38.7	169	10.9	100	6.4	62	4	4	0.3	6	0.4	515	33.1

93 – EXEC OFFICE OF LABOR & WORKFORCE DEV – Secretariat New Hires Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Professionals	12	7	58.3	4	33.3	0	0	2	16.7	1	8.3	0	0	0	0	5	41.7	4	33.3	0	0	0	0	0	0	1	8.3	0	0	4	33.3
Technicians	1	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Office/Clerical	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	100	2	100	0	0	0	0	0	0	0	0	0	0	0	
TOTALS:	15	8	53.3	5	33.3	0	0	2	13.3	1	6.7	0	0	0	0	7	46.7	6	40	0	0	0	0	0	1	6.7	0	0	4	26.7	

93 – EXEC OFFICE OF LABOR & WORKFORCE DEV – Secretariat Terminations Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

Voluntary Terminations

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	4	3	75	3	75	0	0	0	0	0	0	0	0	0	0	1	25	0	0	1	25	0	0	0	0	0	0	0	0	1	25
Professionals	64	21	32.8	14	21.9	2	3.1	4	6.3	0	0	1	1.6	0	0	43	67.2	18	28.1	9	14.1	12	18.8	4	6.3	0	0	0	0	32	50
Technicians	4	3	75	0	0	3	75	0	0	0	0	0	0	0	0	1	25	1	25	0	0	0	0	0	0	0	0	0	3	75	
Office/Clerical	5	2	40	2	40	0	0	0	0	0	0	0	0	0	0	3	60	2	40	1	20	0	0	0	0	0	0	0	0	1	20
TOTALS:	77	29	37.7	19	24.7	5	6.5	4	5.2	0	0	1	1.3	0	0	48	62.3	21	27.3	11	14.3	12	15.6	4	5.2	0	0	0	0	37	48.1

Involuntary Terminations

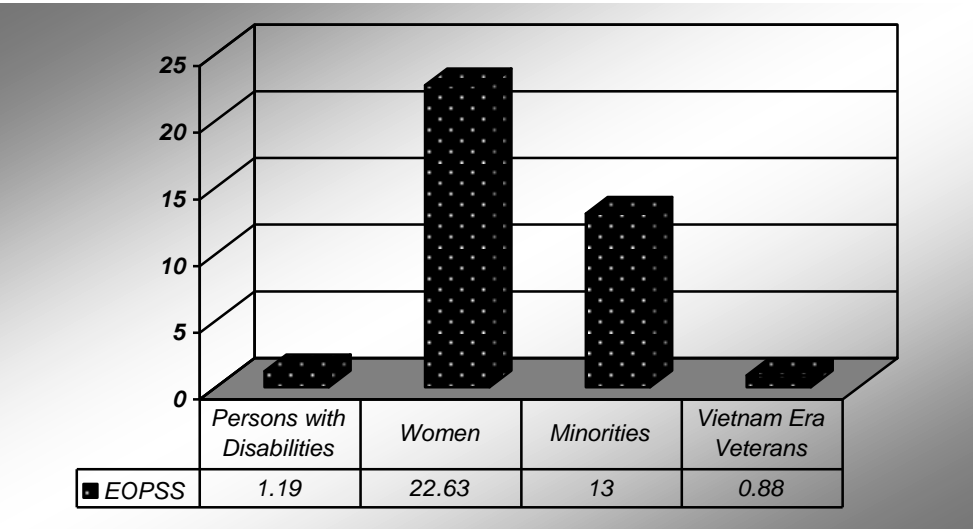
EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Professionals	3	1	33.3	0	0	1	33.3	0	0	0	0	0	0	0	0	2	66.7	1	33.3	1	33.3	0	0	0	0	0	0	0	0	2	66.7
TOTALS:	3	1	33.3	0	0	1	33.3	0	0	0	0	0	0	0	0	2	66.7	1	33.3	1	33.3	0	0	0	0	0	0	0	0	2	66.7

# Executive Office of Public Safety and Security

Secretary Andrea J. Cabral

Demographics for Fiscal Year 2014

As of June 28, 2014





The Executive Office of Public Safety and Security  
Secretariat Annual Narrative  
August 25, 2014

The Executive Office of Public Safety and Security (EOPSS) is responsible for the protection of the Commonwealth and its citizens from injury to person or property arising from criminal acts, negligence, natural disasters, civil disturbances and terrorism. EOPSS is charged with acting to prevent such acts or events from occurring, by aiding and cooperating with local and federal agencies in similar activities.

The Secretary of Public Safety and Security, by statutory authority, leads EOPSS, along with the Undersecretary for Homeland Security and Emergency Management, the Undersecretary for Law Enforcement, the Undersecretary for Criminal Justice, the Undersecretary for Forensic Sciences and Technology, and the Assistant Secretary for Policy and Planning.

The Secretariat is comprised of 11 agencies, the Department of Criminal Justice and Information Systems (DCJIS), Department of Correction (DOC), Department of Fire Services (DFS), Department of Public Safety (DPS), Department of State Police (POL), Massachusetts Emergency Management Agency (MEMA), Massachusetts National Guard (MIL), Municipal Police Training Council (MPTC), Office of the Chief Medical Examiner (OCME), Parole Board (PAR) and the Sex Offender Registry (SORB). In addition, there are 3 agencies which operate within EOPSS, the Office of Grants and Research (OGR), the Office of Technology and Information Services (OTIS) and State 911 Department.

The Secretariat's workforce has a challenging mission and is dedicated to serving the citizens of the Commonwealth twenty-four hours a day, every day of the year. This office has established an atmosphere of commitment and dedication to the safety of the public and its employees. The following paragraphs provide additional insight into both the challenges and successes experienced by EOPSS' agencies.

In FY13, EOPSS employed 9,138 individuals, while in FY14 EOPSS employed 9,321 individuals with an increase of 183 employees. A comparison of the workforce for FY13 includes: Males 77.3%, Females 22.60%, Minorities 12.80%, VEV's 1.1%, and Persons with Disabilities 1.2% to current FY14 Males 77.3%, Females 22.6%,

Minorities 13.00%, VEV's 0.9%, and Persons with Disabilities 1.1%.

EOPSS and its agencies encourage internal employees to attend various training and to take the initiative to apply for promotional positions that become available. This past year some of EOPSS agencies were able to promote internally for the following positions: Senior Programs Manager, Executive Assistant, Program Coordinator III, and Program Coordinator II. For FY13, some agencies were also fortunate to backfill vacant positions such as: Director of Highway Safety, Research Analyst III, Personnel Officer I, and variety of other vacancies.

EOPSS has actively sought to increase the diversity of the workforce through recruitment with professional minority associations, newspaper listings, website advertisement, and career fairs participation. Through the above listed means and other resources, EOPSS has made an effort to attract and hire a diverse group of qualified candidates in all categories. Some agencies were able to maintain their parity number while others were able to increase diversity in the categories listed below:

- Official and Administrators
- Professionals
- Office/Clerical.

In FY14, EOPSS Secretariat workforce increased by 183 employees. Despite the growth, the Secretariat experienced voluntary terminations, involuntary terminations, voluntary layoffs and retirements in all its agencies throughout the fiscal year.

While the EOPSS Secretariat workforce increased in FY14, there were some reductions to the workforce at the agency level, in all categories. Because of the reductions throughout the secretariats workforce EOPSS remains below the Commonwealth's parity numbers with the Secretariat at 13% for Minorities, 22.63% for Females, 0.88% for VEV's, and 1.19% for Person with Disabilities.9%. EOPSS continues to pursue further diversification of the workforce in all categories based on the needs of the agencies and the budgetary constraints that currently exist.

The Executive Office of Public Safety and Security moving forward

EOPSS will continue to make every effort to meet the Commonwealth's benchmarks in each category where goals have been set. In FY15, EOPSS will continue to hire

and promote in the protected group categories. This Secretariat will continue to monitor and encourage all agencies to put forth its best efforts to improve hiring and promoting in all categories when positions become available.

In FY15, EOPSS' hiring will be based on the operational needs of each agency. Vacancies will be filled where deemed appropriate by agency heads and EOPSS Acting Chief of Staff. When a vacant position is available, the Secretariat will continue to make good faith efforts to work toward our placement goals in all four of the protected groups.

At present, EOPSS does not have a Secretariat Director of Human Resources. EOPSS AA/Diversity Officer will continue to work directly with Agency Diversity Officers and the Secretariat Acting Chief of Staff to monitor the vacancies and hiring activities of all EOPSS' Agencies to ensure all placement goals are consistently tracked and reported on a quarterly basis throughout this year.

Submitted by,  
Marie Gross, Diversity Officer  
Michelle Small, Acting Chief of Staff

80 – PUBLIC SAFETY – Secretariat Workforce Summary by Department for Males and Females

Report run for Pay Period Ending 6/28/2014

Department	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
CHIEF MEDICAL EXAMINER	71	26	36.6	20	28.2	1	1.4	3	4.2	0	0	0	0	1	1.4	45	63.4	38	53.5	4	5.6	1	1.4	0	0	0	0	2	2.8	10	14.1
CRIMINAL HISTORY SYSTEMS BOARD	38	17	44.7	14	36.8	0	0	3	7.9	0	0	0	0	0	0	21	55.3	13	34.2	4	10.5	2	5.3	2	5.3	0	0	0	0	11	28.9
CRIMINAL JUSTICE TRAINING COUNCIL	21	9	42.9	9	42.9	0	0	0	0	0	0	0	0	0	0	12	57.1	12	57.1	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT OF CORRECTIO	5370	4250	79.1	3642	67.8	325	6.1	218	4.1	48	0.9	11	0.2	4	0.1	1120	20.9	943	17.6	96	1.8	59	1.1	12	0.2	7	0.1	1	0	780	14.5
DEPARTMENT OF FIRE SERV	68	25	36.8	23	33.8	0	0	0	0	0	0	0	0	2	2.9	43	63.2	41	60.3	1	1.5	0	0	1	1.5	0	0	0	0	2	2.9
DEPARTMENT OF PUBLIC SAFETY	143	111	77.6	105	73.4	4	2.8	2	1.4	0	0	0	0	0	0	32	22.4	24	16.8	6	4.2	1	0.7	1	0.7	0	0	0	0	14	9.8
DEPARTMENT OF STATE POL	2603	2148	82.5	1936	74.4	106	4.1	59	2.3	36	1.4	8	0.3	1	0	454	17.4	416	16	16	0.6	12	0.5	9	0.3	0	0	0	0	249	9.6
EMERGENCY MANAGEMENT AGENCY	87	49	56.3	49	56.3	0	0	0	0	0	0	0	0	0	0	38	43.7	33	37.9	2	2.3	2	2.3	0	0	0	0	1	1.1	4	4.6
Exec Office of Public Safety &	180	134	74.4	98	54.4	4	2.2	8	4.4	22	12.2	0	0	2	1.1	46	25.6	28	15.6	4	2.2	2	1.1	8	4.4	0	0	2	1.1	50	27.8
EXECUTIVE OFFICE OF PUBLIC SAF	186	76	40.9	62	33.3	6	3.2	2	1.1	0	0	0	0	6	3.2	108	58.1	82	44.1	14	7.5	6	3.2	2	1.1	0	0	2	1.1	32	17.2
MILITARY DIV	285	238	83.5	226	79.3	8	2.8	2	0.7	0	0	1	0.4	1	0.4	47	16.5	44	15.4	1	0.4	1	0.4	0	0	1	0.4	0	0	14	4.9
PAROLE BOARD	211	98	46.4	89	42.2	6	2.8	3	1.4	0	0	0	0	0	0	113	53.6	85	40.3	17	8.1	7	3.3	3	1.4	0	0	0	0	37	17.5
SEX OFFENDER REGISTRY	48	23	47.9	19	39.6	2	4.2	1	2.1	1	2.1	0	0	0	0	25	52.1	18	37.5	2	4.2	3	6.3	1	2.1	0	0	1	2.1	10	20.8
TOTALS:	9311	7204	77.4	6292	67.6	462	5	301	3.2	107	1.1	20	0.2	17	0.2	2104	22.6	1777	19.1	167	1.8	96	1	39	0.4	8	0.1	9	0.1	1213	13

80 – PUBLIC SAFETY – Secretariat Workforce Summary Report for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	691	438	63.4	406	58.8	19	2.7	7	1	2	0.3	1	0.1	3	0.4	251	36.3	210	30.4	25	3.6	12	1.7	1	0.1	1	0.1	2	0.3	68	9.8
Professionals	1715	972	56.7	837	48.8	61	3.6	37	2.2	26	1.5	0	0	10	0.6	743	43.3	640	37.3	45	2.6	22	1.3	27	1.6	1	0.1	3	0.2	225	13.1
Technicians	126	96	76.2	88	69.8	2	1.6	3	2.4	1	0.8	0	0	0	0	30	23.8	26	20.6	1	0.8	1	0.8	0	0	0	2	1.6	10	7.9	
Protective Service: Sworn	5875	5265	89.6	4564	77.7	361	6.1	240	4.1	77	1.3	17	0.3	4	0.1	610	10.4	502	8.5	59	1	39	0.7	6	0.1	2	0	0	0	805	13.7
Protective Service: Non-Sworn	298	194	65.1	185	62.1	4	1.3	5	1.7	0	0	0	0	0	0	103	34.6	90	30.2	7	2.3	4	1.3	2	0.7	0	0	0	0	22	7.4
Office/Clerical	390	35	9	30	7.7	3	0.8	1	0.3	1	0.3	0	0	0	0	355	91	299	76.7	30	7.7	17	4.4	3	0.8	3	0.8	2	0.5	59	15.1
Skilled Craft	133	133	100	121	91	7	5.3	4	3	0	0	1	0.8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12	9	
Service Maintenance	83	71	85.5	61	73.5	5	6	4	4.8	0	0	1	1.2	0	0	12	14.5	10	12	0	0	1	1.2	0	0	1	1.2	0	0	12	14.5
TOTALS:	9311	7204	77.4	6292	67.6	462	5	301	3.2	107	1.1	20	0.2	17	0.2	2104	22.6	1777	19.1	167	1.8	96	1	39	0.4	8	0.1	9	0.1	1213	13

80 – PUBLIC SAFETY – Secretariat New Hires Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	5	2	40	1	20	0	0	0	0	0	0	0	0	1	20	3	60	2	40	1	20	0	0	0	0	0	0	0	0	1	20
Professionals	40	21	52.5	14	35	3	7.5	3	7.5	1	2.5	0	0	0	0	19	47.5	17	42.5	2	5	0	0	0	0	0	0	0	9	22.5	
Technicians	7	6	85.7	5	71.4	0	0	0	0	0	0	0	0	0	0	1	14.3	1	14.3	0	0	0	0	0	0	0	0	0	1	14.3	
Protective Service: Sworn	79	63	79.7	53	67.1	6	7.6	4	5.1	0	0	0	0	0	0	14	17.7	11	13.9	2	2.5	1	1.3	0	0	0	0	0	13	16.5	
Protective Service: Non-Sworn	4	2	50	2	50	0	0	0	0	0	0	0	0	0	0	1	25	1	25	0	0	0	0	0	0	0	0	0	0	0	
Office/Clerical	11	1	9.1	1	9.1	0	0	0	0	0	0	0	0	0	0	10	90.9	6	54.5	1	9.1	1	9.1	0	0	0	0	1	9.1	3	27.3
Skilled Craft	5	5	100	5	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Service Maintenance	6	5	83.3	5	83.3	0	0	0	0	0	0	0	0	0	0	1	16.7	1	16.7	0	0	0	0	0	0	0	0	0	0	0	
TOTALS:	157	105	66.9	86	54.8	9	5.7	7	4.5	1	0.6	0	0	1	0.6	49	31.2	39	24.8	6	3.8	2	1.3	0	0	0	0	1	0.6	27	17.2

# 80 – PUBLIC SAFETY – Secretariat Terminations Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

## Voluntary Terminations

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	9	8	88.9	8	88.9	0	0	0	0	0	0	0	0	0	0	1	11.1	1	11.1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	16	3	18.8	3	18.8	0	0	0	0	0	0	0	0	0	0	13	81.3	12	75	0	0	0	0	0	1	6.3	0	0	1	6.3	
Technicians	3	1	33.3	1	33.3	0	0	0	0	0	0	0	0	0	0	2	66.7	2	66.7	0	0	0	0	0	0	0	0	0	0	0	0
Protective Service: Sworn	40	34	85	28	70	1	2.5	5	12.5	0	0	0	0	0	0	6	15	4	10	1	2.5	1	2.5	0	0	0	0	0	8	20	
Protective Service: Non-Sworn	6	3	50	1	16.7	1	16.7	1	16.7	0	0	0	0	0	0	3	50	3	50	0	0	0	0	0	0	0	0	0	2	33.3	
Office/Clerical	7	1	14.3	1	14.3	0	0	0	0	0	0	0	0	0	0	6	85.7	5	71.4	0	0	1	14.3	0	0	0	0	0	1	14.3	
Skilled Craft	4	4	100	4	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Service Maintenance	9	9	100	8	88.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	11.1	
TOTALS:	94	63	67	54	57.4	2	2.1	6	6.4	0	0	0	0	0	0	31	33	27	28.7	1	1.1	2	2.1	0	0	1	1.1	0	0	13	13.8

## Involuntary Terminations

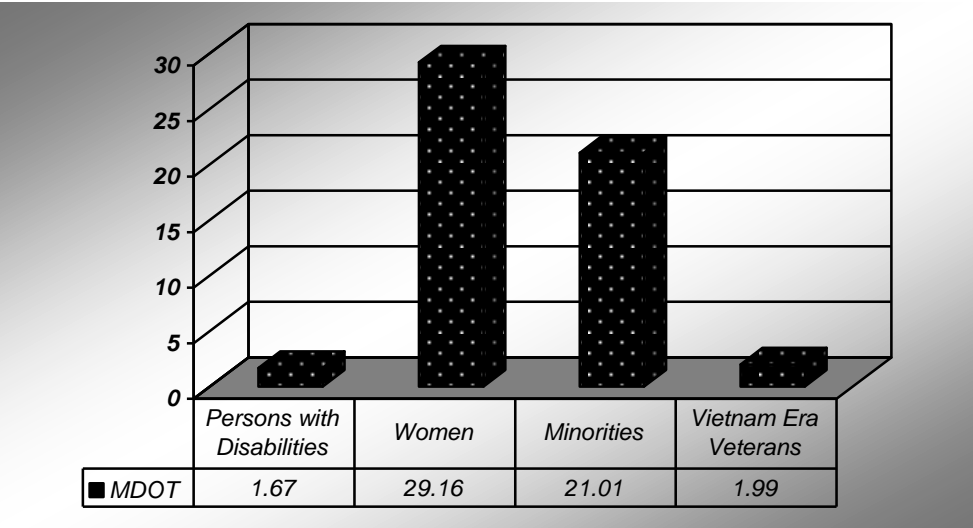
EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Professionals	3	3	100	3	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Technicians	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0	1	50	0	0	1	50	0	0	0	0	0	0	0	1	50	
Protective Service: Sworn	6	3	50	2	33.3	0	0	1	16.7	0	0	0	0	0	0	3	50	0	0	2	33.3	1	16.7	0	0	0	0	0	4	66.7	
Office/Clerical	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	100	0	0	2	100	0	0	0	0	0	0	0	2	100	
TOTALS:	13	7	53.8	6	46.2	0	0	1	7.7	0	0	0	0	0	0	6	46.2	0	0	5	38.5	1	7.7	0	0	0	0	0	7	53.8	

Massachusetts Department of Transportation

Secretary Richard A. Davey

Demographics for Fiscal Year 2014

As of June 28, 2014



Massachusetts Department of Transportation  
Annual Report Narrative FY 2014

INTRODUCTION

MassDOT Mission Statement

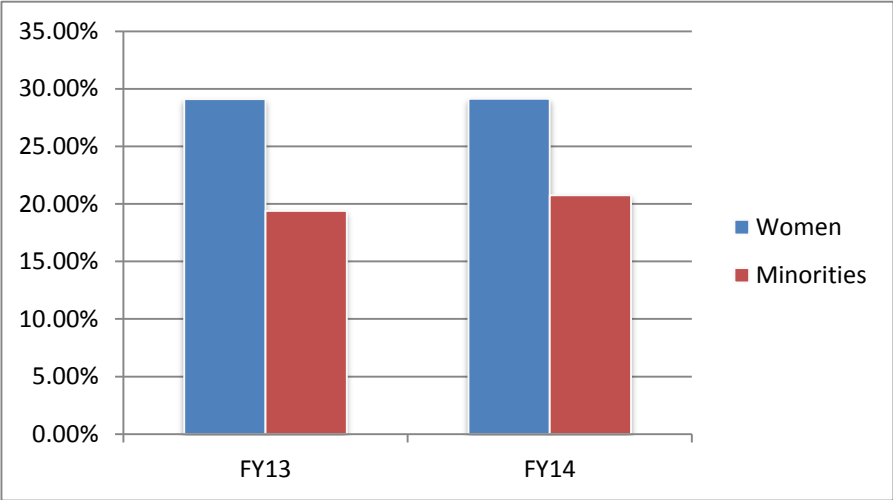
To deliver excellent customer service to the people who travel in the Commonwealth and to provide our nation’s safest and most reliable transportation system in a way that strengthens our economy and quality of life.

MassDOT’s Office of Diversity and Civil Rights Mission Statement

MassDOT’s Office of Diversity and Civil Rights (ODCR) is committed to providing exemplary service to our employees, customers, vendors and stakeholders in an effort to prevent discrimination against any individual or group based on their race, color, gender, national origin, ancestry, religion, disability, age, sexual orientation, genetic status, gender identity, veteran status or military service. ODCR is dedicated to promoting inclusion, transparency and visibility, while fostering the growth and development of a diverse workforce and vendor base. ODCR is also committed to ensuring compliance with all MassDOT state and federal laws and contract requirements.

OVERVIEW

In June 2009, Governor Deval Patrick signed Chapter 25 of the Acts of 2009, “An Act Modernizing the Transportation Systems of the Commonwealth of Massachusetts, (as amended by Chapter 26 of the “Act”). This landmark transportation reform legislation required the Commonwealth to integrate transportation agencies and authorities in order to create a new, streamlined Massachusetts Department of Transportation (MassDOT) established on November 1, 2009. The new MassDOT is a merger of the former Executive Office of Transportation, Massachusetts Highway Department, Registry of Motor Vehicles, Massachusetts Aeronautics Commission, and the Massachusetts Turnpike Authority. In addition, the Massachusetts Bay Transportation Authority and Regional Transit Authorities are subject to oversight by the new organization.



As can be seen in the above graph there has been a minimal increase in the number of minority and female employees at MassDOT from FY13 to FY14. MassDOT continues to meet the Commonwealth parity benchmarks.

There are a total of **4343** employees at MassDOT of which 1266 or **29.15%** are women and 902 or **20.77%** are minorities.

Female: 1266 (29.15%)

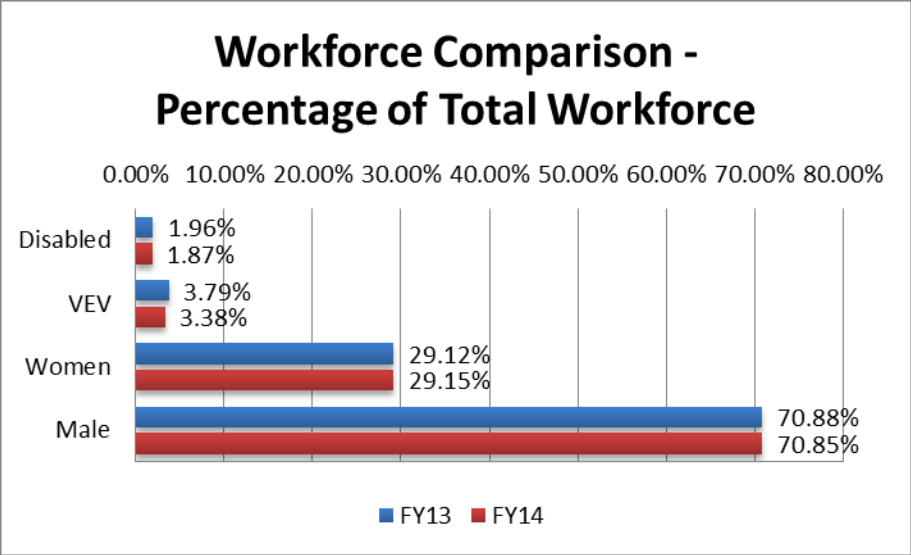
White	Black	Hispanic	Asian	Native American	Unknown
816	246	81	76	6	36

Minorities: 902 (20.77%)

Black	Hispanic	Asian	Native American
499	181	201	13

The graph below represents changes in the protected class representation between FY 13 and FY 14. Overall all areas have remained consistent in representation. Greater emphasis on Female, Individuals with a Disability and Veteran representation through communication and implementation of the Affirmative Action

Plan and Diversity Recruitment and Outreach Plan will continue to give us the results we seek.



**EQUAL EMPLOYMENT OPPORTUNITY PLAN & DIVERSITY RECRUITMENT AND OUTREACH PLAN**

As MassDOT addresses its human capital challenges and reshapes its workforce, extended recruitment and outreach will seek to increase the representation of minorities, women, veterans, and people with disabilities in job titles and job groups that have been identified as under-represented. The Office of Diversity and Civil Rights in conjunction with the Joint Recruitment Committee will work closely with MassDOT Human Resources and management to integrate diversity, EEO and affirmative action requirements into the overall recruitment and outreach strategies and activities. The top recruitment and outreach priorities include focusing on females, minorities, individuals with a disability, and veterans in traditionally under-represented job groups including those found in the following professions: Engineers, Trades & Crafts, IT, and Senior Management, in addition to focusing on Hispanic and Asian ethnic groups.

working together to overcome obstacles in business and the community, and implementing fair and equitable personnel practices are also needed to create diverse environments. To have a diverse workforce in the future this comprehensive plan includes components to engage young scholars so that our future workforce mirrors the communities we serve.

**SECRETARIAT MOVING FORWARD**

MassDOT is fully committed to the concept and practice of Equal Employment Opportunity and Affirmative Action (EEO/AA) in all aspects of employment, and strives to ensure a workforce that reflects the economic, social, and cultural diversity of the communities it serves.

This Equal Employment Opportunity Program (EEO Program), effective August 1, 2014 through July 31, 2017, discusses and analyzes MassDOT’s (and all of its divisions including the MBTA) prior plan period employment policies and practices, and describes specific action-oriented plans and programs to address any underutilization and adverse impacts in MassDOT’s policy and practices. This program demonstrates MassDOT’s commitment to foster an equitable, diversity and inclusive environment.

To ensure successful implementation of its EEO Program, MassDOT has created the senior management position of Chief Diversity and Civil Rights Officer (CDCRO), reporting directly to the Secretary of Transportation and a Deputy Chief Diversity, Civil Rights & EEO/AA Officer as well as a Deputy Chief Diversity and Civil Rights Officer for External Programs. The CDCRO's staff includes: 1) EEO/AAP Compliance unit, 2) an investigations/mediations unit for discrimination complaints and 3) a training unit, which offers employees courses in EEO policies and practices such as "Managing with Respect," "Diversity: On the Road to Inclusion," and "Anti-Discrimination and Harassment Prevention." The front line of the EEO Program are MassDOT and MBTA managers and supervisors, who are responsible for executing the specific elements of the EEO Plan designed to eliminate barriers to equal employment opportunity, remedy underutilization and adverse impacts.

Equal Opportunity Employment and Affirmative Action programs cannot create a diverse environment on their own. Building alliances, increasing awareness and



65 – MASS DEPT OF TRANSPORTATION – Secretariat Workforce Summary by Department for Males and Females

Report run for Pay Period Ending 6/28/2014

Department	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
MASS DEPT OF TRANSPORTATION	4343	3077	70.8	2520	58	255	5.9	100	2.3	127	2.9	7	0.2	68	1.6	1266	29.2	815	18.8	248	5.7	81	1.9	78	1.8	6	0.1	38	0.9	902	20.8
TOTALS:	4343	3077	70.8	2520	58	255	5.9	100	2.3	127	2.9	7	0.2	68	1.6	1266	29.2	815	18.8	248	5.7	81	1.9	78	1.8	6	0.1	38	0.9	902	20.8

65 – MASS DEPT OF TRANSPORTATION – Secretariat Workforce Summary Report for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	212	121	57.1	87	41	21	9.9	4	1.9	4	1.9	0	0	5	2.4	91	42.9	67	31.6	15	7.1	2	0.9	3	1.4	1	0.5	3	1.4	50	23.6
Professionals	2235	1733	77.5	1438	64.3	109	4.9	47	2.1	106	4.7	6	0.3	27	1.2	502	22.5	320	14.3	75	3.4	35	1.6	53	2.4	2	0.1	17	0.8	433	19.4
Technicians	118	94	79.7	84	71.2	5	4.2	2	1.7	1	0.8	0	0	2	1.7	24	20.3	17	14.4	5	4.2	1	0.8	1	0.8	0	0	0	0	15	12.7
Protective Service: Non-Sworn	9	9	100	9	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Office/Clerical	1066	437	41	290	27.2	84	7.9	26	2.4	15	1.4	0	0	22	2.1	629	59	393	36.9	153	14.4	42	3.9	21	2	2	0.2	18	1.7	343	32.2
Skilled Craft	624	611	97.9	555	88.9	27	4.3	19	3	1	0.2	1	0.2	8	1.3	13	2.1	11	1.8	0	0	1	0.2	0	0	1	0.2	0	0	50	8
Service Maintenance	79	72	91.1	57	72.2	9	11.4	2	2.5	0	0	0	0	4	5.1	7	8.9	7	8.9	0	0	0	0	0	0	0	0	0	0	11	13.9
TOTALS:	4343	3077	70.8	2520	58	255	5.9	100	2.3	127	2.9	7	0.2	68	1.6	1266	29.2	815	18.8	248	5.7	81	1.9	78	1.8	6	0.1	38	0.9	902	20.8

65 – MASS DEPT OF TRANSPORTATION – Secretariat New Hires Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	8	5	62.5	1	12.5	0	0	1	12.5	1	12.5	0	0	2	25	3	37.5	2	25	1	12.5	0	0	0	0	0	0	0	3	37.5	
Professionals	45	34	75.6	23	51.1	4	8.9	1	2.2	1	2.2	0	0	5	11.1	11	24.4	7	15.6	1	2.2	1	2.2	0	0	0	0	2	4.4	8	17.8
Office/Clerical	92	45	48.9	15	16.3	15	16.3	3	3.3	3	3.3	0	0	9	9.8	47	51.1	22	23.9	17	18.5	3	3.3	1	1.1	0	0	4	4.3	42	45.7
Skilled Craft	2	2	100	1	50	0	0	0	0	0	0	0	0	1	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Service Maintenance	4	4	100	1	25	1	25	0	0	0	0	0	0	2	50	0	0	0	0	0	0	0	0	0	0	0	0	0	1	25	
No EEO-4 Reporting	2	2	100	2	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTALS:	153	92	60.1	43	28.1	20	13.1	5	3.3	5	3.3	0	0	19	12.4	61	39.9	31	20.3	19	12.4	4	2.6	1	0.7	0	0	6	3.9	54	35.3

65 – MASS DEPT OF TRANSPORTATION – Secretariat Terminations Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

Voluntary Terminations

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0	1	50	1	50	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	21	18	85.7	13	61.9	1	4.8	0	0	1	4.8	0	0	3	14.3	3	14.3	3	14.3	0	0	0	0	0	0	0	0	0	0	2	9.5
Technicians	2	2	100	1	50	1	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	50	
Office/Clerical	20	4	20	4	20	0	0	0	0	0	0	0	0	0	0	16	80	12	60	4	20	0	0	0	0	0	0	0	4	20	
Skilled Craft	8	8	100	7	87.5	0	0	1	12.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	12.5	
TOTALS:	53	33	62.3	26	49.1	2	3.8	1	1.9	1	1.9	0	0	3	5.7	20	37.7	16	30.2	4	7.5	0	0	0	0	0	0	0	8	15.1	

Involuntary Terminations

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Technicians	1	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Service Maintenance	1	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTALS:	2	2	100	2	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

# INDEPENDENT AGENCIES



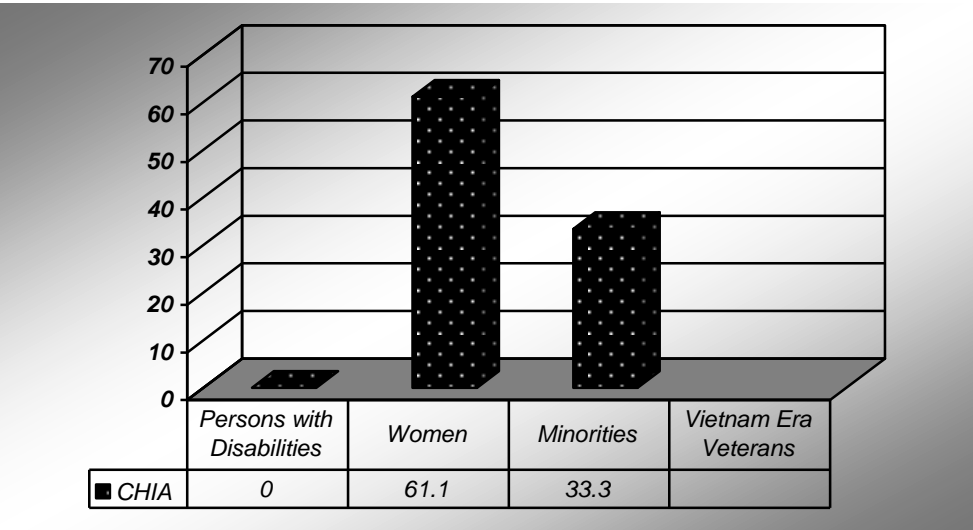
[Center for Health Information and Analysis](#)  
[Disabled Persons Protection Commission](#)  
[MA Commission Against Discrimination](#)  
[MA Teacher's Retirement System](#)  
[Office of the State Comptroller](#)  
[Public Employee Retirement Administration Commission](#)

Center for Health Information and Analysis

Áron Boron, Executive Director

Demographics for Fiscal Year 2014

As of June 28, 2014



# HCF – Center for Health Information – Workforce Summary Report for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	48	17	35.4	13	27.01	1	2.1	0	0	3	6.3	0	0	0	0	31	66	25	52.1	3	6.3	1	2.1	2	4.2	0	0	0	0	10	20.8
Professionals	75	32	42.7	24	32	3	4	1	1.3	4	5.3	0	0	0	0	43	57.3	21	28	8	10.7	2	2.7	12	16	0	0	0	0	30	40
Office/Clerical	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	100	1	33.3	1	33.3	1	33.3	0	0	0	0	0	2	66.7	
TOTALS:	126	49	38.9	37	29.4	4	3.2	1	0.8	7	5.6	0	0	0	0	77	61.1	47	37.3	12	9.5	4	3.2	14	11.1	0	0	0	0	42	33.3

# HCF – Center for Health Information – New Hires Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	100	1	50	0	0	0	0	1	50	0	0	0	0	1	50
Professionals	5	1	20	1	20	0	0	0	0	0	0	0	0	0	0	4	80	2	40	0	0	0	0	2	40	0	0	0	0	2	40
TOTALS:	7	1	14.3	1	14.3	0	0	0	0	0	0	0	0	0	0	6	85.7	3	42.9	0	0	0	0	3	42.9	0	0	0	0	3	42.9

# HCF – Center for Health Information – Terminations Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

## Voluntary Terminations

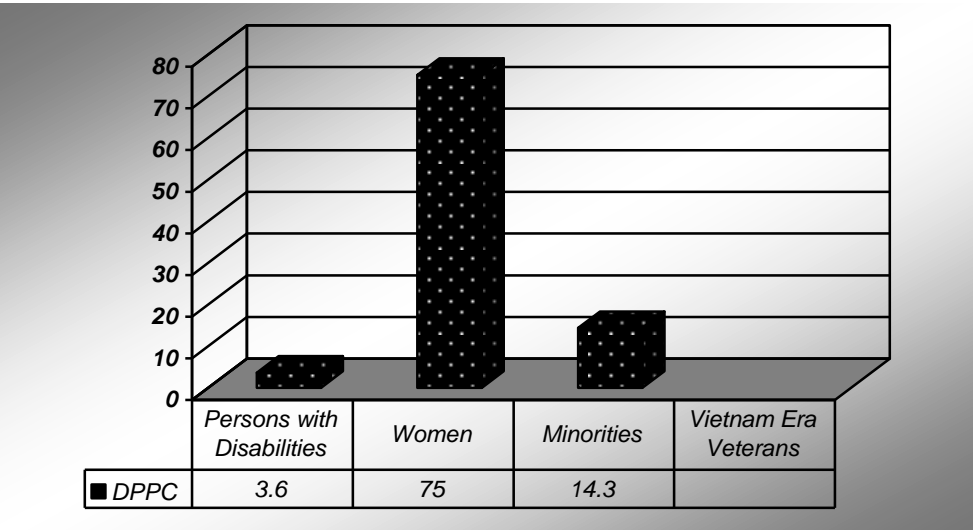
EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Professionals	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS:	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0

# Disabled Persons Protection Commission

Nancy A. Alterio, Executive Director

Demographics for Fiscal Year 2014

As of June 28, 2014



DAC – DISABLED PERSONS PROTECTION COM – Workforce Summary Report for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	6	2	33.3	2	33.3	0	0	0	0	0	0	0	0	0	0	4	66.7	4	66.7	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	21	5	23.8	4	19	1	4.8	0	0	0	0	0	0	0	0	16	76.2	12	57.1	0	0	3	14.3	0	0	0	0	1	4.8	4	19
Office/Clerical	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	
TOTALS:	28	7	25	6	21.4	1	3.6	0	0	0	0	0	0	0	0	21	75	17	60.7	0	0	3	10.7	0	0	0	0	1	3.6	4	14.3

DAC – DISABLED PERSONS PROTECTION COM – Terminations Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

Involuntary Terminations

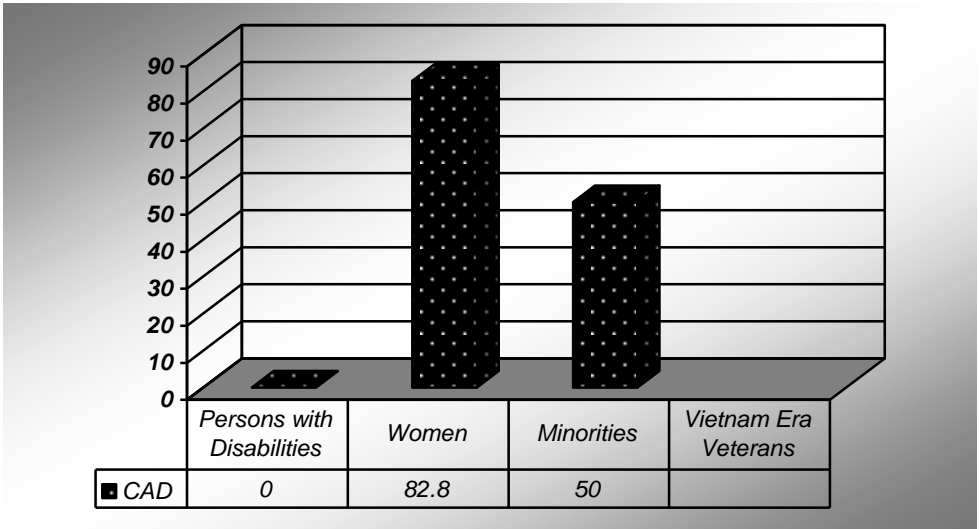
EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Professionals	1	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTALS:	1	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

# MA Commission Against Discrimination

Jamie R. Williamson, Chairman

Demographics for Fiscal Year 2014

As of June 28, 2014





CAD – COMMISSION AGAINST DISCRIMINATION – Workforce Summary Report for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	6	2	33.3	1	16.7	1	16.7	0	0	0	0	0	0	0	0	4	66.7	2	33.3	1	16.7	0	0	1	16.7	0	0	0	0	3	50
Professionals	45	5	11.1	3	6.7	1	2.2	1	2.2	0	0	0	0	0	0	38	84.4	23	51.1	7	15.6	2	4.4	6	13.3	0	0	0	0	19	42.2
Office/Clerical	13	2	15.4	2	15.4	0	0	0	0	0	0	0	0	0	0	11	84.6	1	7.7	5	38.5	3	23.1	2	15.4	0	0	0	0	10	76.9
TOTALS:	64	9	14.1	6	9.4	2	3.1	1	1.6	0	0	0	0	0	0	53	82.8	26	40.6	13	20.3	5	7.8	9	14.1	0	0	0	0	32	50

CAD – COMMISSION AGAINST DISCRIMINATION – New Hires Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

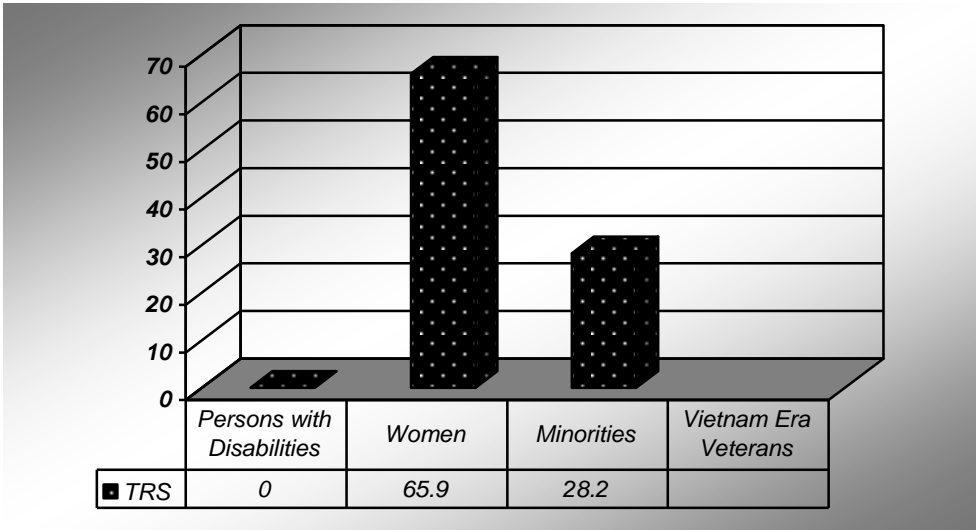
EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Professionals	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100
TOTALS:	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100

# MA Teacher's Retirement System

Joan Schloss, Executive Director

Demographics for Fiscal Year 2014

As of June 28, 2014



TRB – TEACHERS RETIREMENT BOARD – Workforce Summary Report for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	6	3	50	3	50	0	0	0	0	0	0	0	0	0	0	3	50	2	33.3	1	16.7	0	0	0	0	0	0	0	1	16.7	
Professionals	52	18	34.6	14	26.9	2	3.8	0	0	2	3.8	0	0	0	0	34	65.4	24	46.2	5	9.6	1	1.9	3	5.8	0	0	1	1.9	25	
Technicians	1	1	100	0	0	0	0	0	0	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100		
Office/Clerical	11	2	18.2	2	18.2	0	0	0	0	0	0	0	0	0	0	9	81.8	6	54.5	2	18.2	1	9.1	0	0	0	0	0	3	27.3	
Service Maintenance	15	5	33.3	3	20	0	0	0	0	1	6.7	1	6.7	0	0	10	66.7	6	40	1	6.7	1	6.7	2	13.3	0	0	0	6	40	
TOTALS:	85	29	34.1	22	25.9	2	2.4	0	0	4	4.7	1	1.2	0	0	56	65.9	38	44.7	9	10.6	3	3.5	5	5.9	0	0	1	1.2	24	28.2

TRB – TEACHERS RETIREMENT BOARD – Terminations Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

Voluntary Terminations

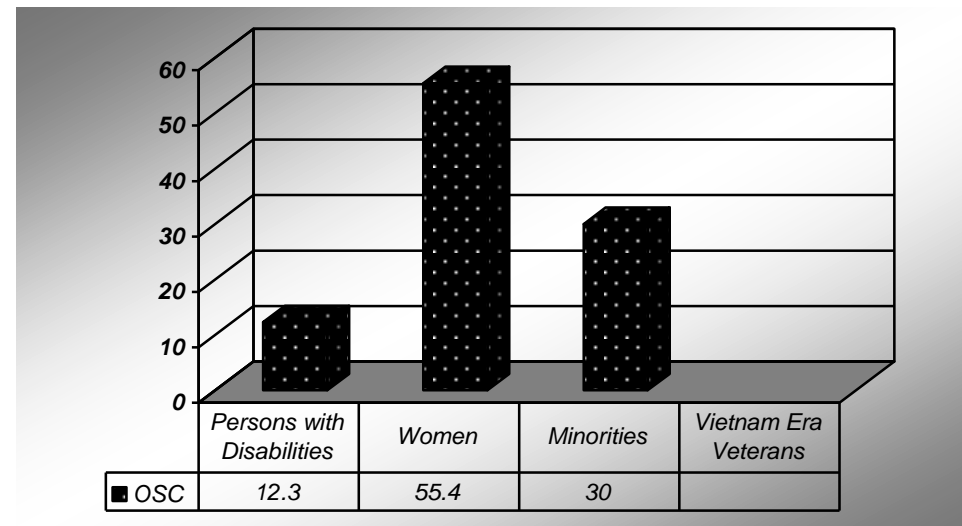
EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Professionals	1	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTALS:	1	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

# Office of the State Comptroller

## Martin J. Benison, Comptroller

### Demographics for Fiscal Year 2013

As of June 28, 2014



# OSC – OFFICE OF THE COMPTROLLER – Workforce Summary Report for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	26	17	65.4	12	46.2	2	7.7	1	3.8	2	7.7	0	0	0	0	9	34.6	8	30.8	1	3.8	0	0	0	0	0	0	0	6	23.1	
Professionals	101	41	40.6	29	28.7	2	3	1	1	8	7.9	0	0	0	0	60	59.4	40	39.6	6	5.9	3	3	11	10.9	0	0	0	32	31.7	
Office/Clerical	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	100	2	66.7	1	33.3	0	0	0	0	0	0	0	1	33.3	
TOTALS:	130	58	44.6	41	31.5	5	3.8	2	1.5	10	7.7	0	0	0	0	72	55.4	50	38.5	8	6.2	3	2.3	11	8.5	0	0	0	39	30	

# OSC – OFFICE OF THE COMPTROLLER – New Hires Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Professionals	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS:	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	1	100	0	0	0	0	0	0	0	0	0	0	0	0

# OSC – OFFICE OF THE COMPTROLLER – Terminations Analysis for Males and Females

Report run for Pay Period Ending 6/28/2014

## Voluntary Terminations

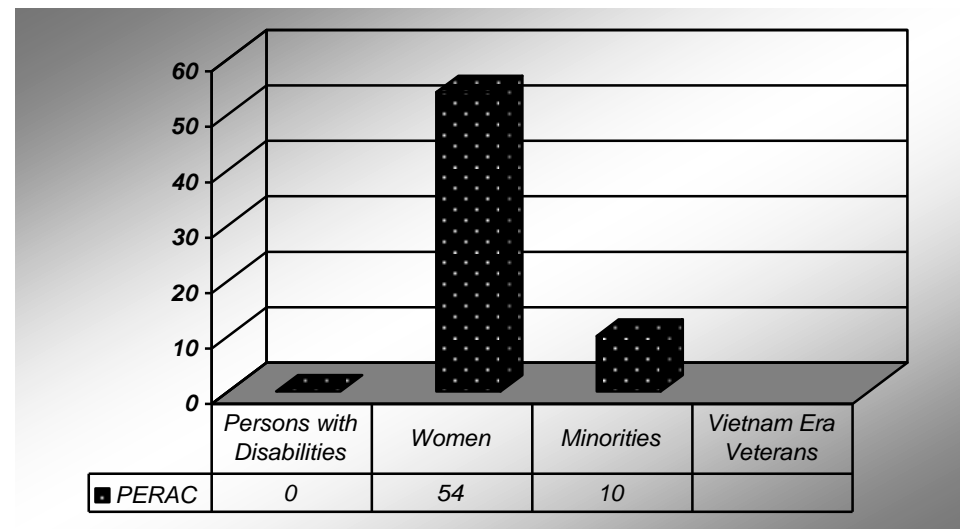
EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	1	1	100	0	0	0	0	0	0	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	
Professionals	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0	1	50	1	50	0	0	0	0	0	0	0	0	0	0	0	
TOTALS:	3	2	66.7	1	33.3	0	0	0	0	1	33.3	0	0	0	0	1	33.3	1	33.3	0	0	0	0	0	0	0	0	0	1	33.3	

# Public Employee Retirement Administration Commission

Joseph E. Connarton, Executive Director

Demographics for Fiscal Year 2014

As of June 28, 2014



PER – PUBLIC EMPLOYEE RETIREMENT ADM – Workforce Summary Report for Males and Females

Report run for Pay Period Ending 6/28/2014

EEO4 Category	Grand Total	TOTAL MALES	% Total Males	White Males	% of White Males	Black Males	% of Black Males	Hispanic Males	% of Hispanic Males	Asian Males	% Asian Males	Native American Males	% of Native American Males	Race Not Known Males	% of Race Not Known	TOTAL FEMALES	% of Females	White Females	% of White Females	Black Females	% of Black Females	Hispanic Females	% Hispanic Females	Asian Females	% of Asian Females	Native American Females	% of Native American Females	Race Not Known Females	% of Race Not Known	Minority Total	% of Minority Total
Officials and Administrators	4	3	75	3	75	0	0	0	0	0	0	0	0	0	0	1	25	1	25	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	34	18	52.9	16	47.1	0	0	0	0	1	2.9	0	0	1	2.9	16	47.1	12	35.3	2	5.9	1	2.9	0	0	0	0	0	0	5	14.7
Technicians	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0	1	50	1	50	0	0	0	0	0	0	0	0	0	0	0	
Protective Service: Non-Sworn	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0	1	50	1	50	0	0	0	0	0	0	0	0	0	0	0	
Office/Clerical	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	100	8	100	0	0	0	0	0	0	0	0	0	0	0	
TOTALS:	50	23	46	21	42	0	0	0	0	1	2	0	0	1	2	27	54	23	46	2	4	1	2	0	0	0	0	0	5	10	

## **DIVERSITY DIRECTORS AND OFFICERS DIRECTORY**

### **EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE – Ronald Marlow, Diversity Director**

APPELLATE TAX BOARD – Michelle Tallent; BUREAU OF THE STATE HOUSE – James Henderson; CIVIL SERVICE COMMISSION – Cynthia Ittleman; DEPT OF REVENUE – Angel Zayas; DIVISION OF ADMINISTRATIVE LAW APPEALS – Sarah Hall Luick; DIVISION OF CAPITAL ASSET MANAGEMENT – James Henderson; GROUP INSURANCE COMMISSION – Karin Eddy; HUMAN RESOURCES DIVISION – Wendy Chu; INFORMATION TECHNOLOGY DIVISION – Ellen Wright; MA DEVELOPMENTAL DISABILITIES COUNCIL – Cathy Jackson; OFFICE ON DISABILITY – Michael Dumont; STATE LIBRARY – Alix Quan; OPERATIONAL SERVICES DIVISION – Julie Sullivan

### **EXECUTIVE OFFICE OF EDUCATION – Maria Canton, Diversity Director**

DEPT OF EARLY EDUCATION & CARE – Sarah Harding; DEPT OF ELEMENTARY AND SECONDARY EDUCATION – Maria Canton; DEPT OF HIGHER EDUCATION – Katherine Piraino

### **EXECUTIVE OFFICE OF ENERGY AND ENVIRONMENTAL AFFAIRS – Barbara Nobles Crawford, Diversity Director**

DEPT OF AGRICULTURAL RESOURCES – Mary Beth Burnand; DEPT OF CONSERVATION & RECREATION – Agatha Summons; DIVISION OF ENERGY RESOURCES – Sharon Harris; DEPT OF ENVIRONMENTAL PROTECTION – Michelle Waters-Ekanem; DEPT OF FISH & GAME – Johanna Zabriskie; DEPT OF PUBLIC UTILITIES – Theresa Kelly

### **EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES – Sonia A. Bryan, Diversity Director**

DEPT OF CHILDREN & FAMILIES – Diane Chang; DEPT OF TRANSITIONAL ASSISTANCE – Danielle McNeil-Speller; DEPT OF VETERANS' SERVICES – Engie Mota; DEPT OF YOUTH SERVICES – Maria Cordero; OFFICE FOR REFUGEES AND IMMIGRANTS – Marcony Almeida-Barros; DEPT OF MENTAL HEALTH – Joy Connell; DEPT OF PUBLIC HEALTH – Juna Pierre; DEPT OF DEVELOPMENTAL SERVICES – Lorraine Woodson; DEPT OF ELDER AFFAIRS – Mary Cummings; MA COMMISSION FOR THE BLIND – Maria Loughran; MA COMMISSION FOR THE DEAF & HARD OF HEARING – Sehin Mekuria; MA REHABILITATION COMMISSION – Mary Connelly; SOLDIERS HOME FOR CHELSEA – Faith Kirkland; SOLDIERS HOME FOR HOLYOKE – Shawna Biscone

### **EXECUTIVE OFFICE OF HOUSING AND ECONOMIC DEVELOPMENT – Lauren Hunter, Diversity Director**

DEPT OF HOUSING & COMMUNITY DEVELOPMENT – Nancy DePaul; MA OFFICE OF BUSINESS DEVELOPMENT – Lauren Hunter; OFFICE OF CONSUMER AFFAIRS AND BUSINESS REGULATION – Karen Malone; DEPT OF TELECOMMUNICATIONS & CABLE – Andrea Nixon; DIVISION OF BANKS – Sheila Frackleton; DIVISION OF INSURANCE – Karen Blomquist; DIVISION OF PROFESSIONAL LICENSURE – Richard Page; DIVISION OF STANDARDS – Donna Cosco

### **EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT – Dennis Johnson, Diversity Director**

### **EXECUTIVE OFFICE OF PUBLIC SAFETY AND SECURITY – Eva Augusto, Diversity Director**

DEPT OF CRIMINAL JUSTICE INFORMATIONAL SERVICES, MUNICIPAL POLICE TRAINING COMMITTEE – Denise Sarro; DEPT OF CORRECTION – Monsi Quinones; MA NATIONAL GUARD – Raymond Murphy; MA PAROLE BOARD – Joyce Crosby; SEX OFFENDER REGISTRY BOARD – Jeanne Holmes; DEPT OF FIRE SERVICES – Mary Travers; DEPT OF PUBLIC SAFETY – Gregory Guba; MA EMERGENCY MANAGEMENT AGENCY – Ann McCarthy; MA STATE POLICE – Debra De Rise; OFFICE OF THE CHIEF MEDICAL EXAMINER – Kerry Rice

### **MA DEPARTMENT OF TRANSPORTATION – Stephanie Neal Johnson, Diversity Director**

### **INDEPENDENT AGENCIES**

CENTER FOR HEALTH INFORMATION AND ANALYSIS – Tonya Bourassa; DISABLED PERSONS PROTECTION COMMISSION – Audrey Drinan; MA COMMISSION AGAINST DISCRIMINATION – Sunila Thomas George; MA TEACHERS' RETIREMENT SYSTEM – Aaron Morrison; OFFICE OF THE STATE COMPTROLLER – Tom Shack; PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION COMMISSION – Caroline Carcia



## **APPENDIX**

### **EEO – 4 Categories**

For organizational purposes, the workforce demographics are divided by EEO-4 categories. The eight EEO-4 categories contain groups of Job titles that are related to specific job responsibilities and functions.

**OFFICIALS/ADMINISTRATORS:** Occupations in which employees set broad policies, exercise overall responsibility for execution these policies, direct individual departments or special phases of the agency's operations or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

**PROFESSIONALS:** Occupations that require specialized and theoretical knowledge that is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

**TECHNICIANS:** Occupations that require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighters), and kindred workers.

**PROTECTED SERVICE WORKERS (Sworn/Non-Sworn):** Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

**OFFICE and CLERICAL WORKERS:** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

**SKILLED CRAFT WORKERS:** Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the job training and experience or through apprenticeship or other formal training programs. Includes mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

**SERVICE MAINTENANCE WORKERS:** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers and kindred workers.